

5017

P48++

ECONOMICS AND

POLITICAL SCIENCE

LOCAL VARIATIONS

IN WAGES

LAWRENCE

Cornell University Library

BOUGHT WITH THE INCOME
FROM THE
SAGE ENDOWMENT FUND
THE GIFT OF
Henry W. Sage
1891

A. 159038

19/6/1902

Cornell University Library
HD5017 .P48
++
Local variations in wages. By F.W. Lawre

olin 3 1924 032 453 577
Overs

The date shows when this volume was taken.

All books not in use for instruction or research are limited to four weeks to all borrowers.

Periodicals of a general character should be returned as soon as possible; when needed beyond two weeks a special request should be made.

All *student* borrowers are limited to two weeks, with renewal privileges, when the book is not needed by others.

Books not needed during recess periods should be returned to the library, or arrangements made for their return during borrower's absence, if wanted.

Books needed by more than one person belong on the reserve list.

HD

5017

P48++

STUDIES IN ECONOMICS AND POLITICAL SCIENCE

7

EDITED BY W. A. S. HEWINS, M.A.

DIRECTOR OF THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE.

LOCAL VARIATIONS IN WAGES

HD
EC -
P42++

THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE

10 ADELPHI TERRACE, STRAND, LONDON, W.C.

The special aim of THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE is the study and investigation of Economic and Political Institutions. Many of the Lectures and Classes are designed to promote a wider knowledge of modern commercial conditions, and to meet the needs of those engaged in the Civil Service, municipal employment, journalism, teaching, and public work. The School provides training in methods of investigation, and affords facilities for original work in Economics and Political Science.

PUBLIC LECTURES AND CLASSES are held on Economics, Statistics, Commercial History and Geography, Commercial and Industrial Law, Railway Economics, Banking and Currency, Finance and Taxation, Municipal History and Administration, and Political Science.

SPECIAL CLASSES, only open to full students of the School, arranged as a three years' course of study, are held in each subject. Students carry on their studies under the DIRECT PERSONAL SUPERVISION of the Lecturer.

THE LECTURES are usually given between 6 and 9 P.M. THE CLASSES are held both in the evening, between 6 and 9 P.M., and during the daytime.

THE SCHOOL IS OPEN TO MEN AND WOMEN.

THE SCHOOL YEAR commences in October. There are THREE TERMS, each about ten weeks in duration, viz.: (1) October to December; (2) January to March; (3) April to July. STUDENTS MAY JOIN THE SCHOOL AT ANY TIME.

THE FEES FOR FULL STUDENTS ARE £3 A YEAR, OR £1 A TERM. Students may also be admitted to one or more Courses of Lectures on payment of fees varying in amount with the length of the course.

SCHOLARSHIPS, varying from £25 to £100, are given to enable students of ability to pursue their studies at the School.

STUDIES IN ECONOMICS AND POLITICAL SCIENCE are in course of publication under the Editorship of the Director of the School.

All communications should be addressed to the Director, W. A. S. HEWINS, M.A., The London School of Economics and Political Science, 10 Adelphi Terrace, London, W.C.

LOCAL VARIATIONS IN WAGES

BY

F. W. LAWRENCE, M.A.

FELLOW OF TRINITY COLLEGE, CAMBRIDGE

LONGMANS, GREEN, AND CO.

39 PATERNOSTER ROW. LONDON

NEW YORK AND BOMBAY

1899

All rights reserved

HD
5017
P48++

A. 159022

STUDIES IN ECONOMICS AND POLITICAL SCIENCE

EDITED BY

W. A. S. HEWINS, M.A.

DIRECTOR OF THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE

A series of handbooks by writers connected with the London School of Economics and Political Science. Uniform Cloth, Crown 8vo (7½ in. by 5 in.) unless otherwise stated.

The following are already issued:—

1. **THE HISTORY OF LOCAL RATES IN ENGLAND.** The substance of five lectures given at the School in November and December 1895. By EDWIN CANNAN, M.A., Balliol College, Oxford; Lecturer at the School. 1896; 140 pp. 2s 6d.

"An interesting summary of the development of one element of taxation."—*Times*.

"... so interesting and so instructive. ... Every lawyer and political student ought to read them. ..."—*Law Journal*, 2nd May 1896.

2. **SELECT DOCUMENTS ILLUSTRATING THE HISTORY OF TRADE UNIONISM. I.—The Tailoring Trade.** By F. W. GALTON. With a Preface by SIDNEY WEBB, LL.B. 1896; 242 pp. 5s.

"What Professor Brentano failed to find when he collected the materials for his memorable essay 'On the History and Development of Guilds and the Origin of Trade Unions,' Mr. Galton has discovered in great abundance, setting forth in his introduction the historical sequence and the economic significance of the documents themselves and the movement they illustrate, with no little skill and insight."—*Times*, 13th August 1896.

3. **GERMAN SOCIAL DEMOCRACY.** Six Lectures delivered at the School in February and March 1896. By the Hon. BERTRAND RUSSELL, B.A., Fellow of Trinity College, Cambridge. With an Appendix on Social Democracy and the Woman Question in Germany by ALYS RUSSELL, B.A. 1896; 204 pp. 3s. 6d.

"A history of the movement during the last thirty years and of the abortive efforts to retard its growth leads up to the consideration of its present position, which is approached in a fair-minded spirit and discussed with insight and judgment."—*Times*, 18th December 1896.

"... un des meilleurs manuels historiques sur le développement du socialisme qui aient été publiés."—*Journal des Debats*, 14th December 1896.

4. **THE REFERENDUM IN SWITZERLAND.** By M. SIMON DEPLOIGE, University of Louvain. With a Letter on the Referendum in Belgium by M. J. VAN DEN HEUVEL, Professor of International Law in the University of Louvain. Translated by C. P. TREVELYAN, M.A., Trinity College, Cambridge, and edited with Notes, Introduction, Bibliography and Appendices, by LILLIAN TOMN, of Girton College, Cambridge, Research Student at the School. 1898; lx. and 334 pp. 7s. 6d.

"... a careful and detailed study of the history of democracy in Switzerland. ... Miss Tomn's introduction is valuable as showing the bearings of the experience of Switzerland upon other countries in which the Referendum has been introduced, or is, in one form or another, proposed to be introduced."—*Scotsman*, 3rd November 1898.

5. **THE ECONOMIC POLICY OF COLBERT.** By A. J. SARGENT, B.A., Brazenose College, Oxford; Hulme Exhibitioner, Oxford; and Whateley Prizeman, Trinity College, Dublin, 1897; Lecturer at the School. 1899; 138 pp. 2s. 6d.

The series is published by

LONGMANS, GREEN, AND CO.

39 PATERNOSTER ROW, LONDON

NEW YORK AND BOMBAY

E P.

P R E F A C E

THIS investigation was undertaken at the suggestion of Professor Marshall, to whom I am indebted for an outline of the method of setting about the work, and for pointing out to me many of the questions which would enter into the subject.

The inquiry was made in the spring of 1897, and the results, exhibited in the form of an essay, gained the Adam Smith prize at Cambridge in the same year. Since then a certain amount of missing information has been obtained, and some modifications have been introduced to meet the criticisms of Professor Marshall and Professor Sidgwick. At the suggestion of Professor Hewins the principal results were delivered as a lecture on November 5, 1897, before the London School of Economics, and under their auspices this work is now being published.

Throughout I have laboured hard to make the large masses of statistics in which I have dealt, as real to others as they are to myself; and though I fear I may not have been able to make them interesting, I have spared no pains to render them intelligible and easy of reference. I regard my work as tentative and as that of a pioneer, many of whose conclusions may be erroneous.

I take this opportunity of expressing the gratitude which I feel towards the great number of friends and quondam strangers who assisted me in the collection of statistics, and especially towards those in Sheffield who placed their time and their books at my disposal. I also wish to bear witness to the great kindness of the Trade Union Secretaries; but for their cordial help I should have accomplished little.

It is a matter of regret to me that, owing to my absence abroad, I have not been able to publish my results more immediately after their collection. But through the kind assistance of Professor Hewins, the Director of the London School of Economics and Political Science, and of my friend Mr. F. W. Hirst, publication has been rendered possible without delay upon my return.

CONTENTS

	PAGE
INTRODUCTION	I

PART I

<i>EXTENSIVE INFORMATION</i>	3
--	---

PART II

INTENSIVE INFORMATION

CHAP.		
I.	COLLECTION OF NEW STATISTICS	19
II.	CLASSIFICATIONS OF TRADE RESULTS	27
III.	TOWN FACTS AND SUMMARY	46
	TABLES	55
	INDEX	85

ILLUSTRATIONS AND TABLES

MAPS

MAP I.		<i>To face page</i>	84
MAP II.		"	15
MAP IIIA.		"	16
MAP IIIB.		"	17

GRAPHIC SCHEMES

BRICKLAYERS		<i>To face page</i>	31
STONEMASONS		"	32
PLUMBERS .		"	33
CARPENTERS		"	34
PAINTERS .		"	35
PLASTERERS		"	36
BUILDING TRADES AS A WHOLE		"	37
TYPOGRAPHERS		"	39
LITHOGRAPHERS		"	40
BOOKBINDERS		"	41
IRON-FOUNDERS		"	42
ENGINEERS		"	43
BOILER-MAKERS		"	44
TOWN STATISTICS		"	49

SHEETS OF INFORMATION

BRICKLAYERS		<i>Pages</i>	56 and 57
STONEMASONS		"	58 " 59
PLUMBERS .		"	60 " 61
CARPENTERS .		"	62 " 63
PAINTERS .		"	64 " 65
PLASTERERS .		"	66 " 67
TYPOGRAPHERS		"	68 " 69
LITHOGRAPHERS		"	70 " 71
BOOKBINDERS		"	72 " 73
IRON-FOUNDERS		"	74 " 75
ENGINEERS .		"	76 " 77
BOILER-MAKERS		"	78 " 79
SHIPWRIGHTS		"	81
TOWN STATISTICS		"	82 " 83

LOCAL VARIATIONS IN WAGES

INTRODUCTION

§ 1. IT is a commonplace of modern criticism that Political Economy is deficient in its theory of the Distribution of Wealth. This deficiency arises partly from the inherent difficulty of the subject, and partly from the want of sufficient classified data bearing upon it. The predominant part which wages (using the term in its ordinary sense) play in Distribution gives a practical interest to a scientific treatment of that form of remuneration. At the same time questions of wages are constantly arising in municipal and even in national politics; and the long succession of strikes which have just been witnessed, have taught the lesson that without adequate knowledge, attempts at remedial legislation are doomed to failure.

Importance
of the wage
question.

§ 2. Of late years wages and their variations have been constantly under discussion. The difference between the rate of wages in one trade and that in another has formed the subject of many investigations; the change which wages have undergone with the lapse of years has been ably handled by Mr. Bowley;¹ but the striking variations which are seen in the same trade in passing from one town to another have not received any adequate treatment. It is this problem which I propose to attack in the present work.

Scope of the
present in-
quiry.

At the outset it was found desirable to impose certain limitations upon the scope of the inquiry. In order that the field should not be too large, I determined to confine my attention to present wages in England and Wales, and to deal mainly with the artisan class. Moreover, owing to the extreme difficulty of comparing piecework rates in different places, I limited the discussion still further to the industries in which the timework system prevails.² Thus I was led to select the building, printing, and iron

¹ "Wages between 1860 and 1891" (*Stat. Soc. Journal*, 1895).

² Sometimes where timework rates are cited, it is really a case of piecework in disguise; thus in the tailoring trade a certain job (a coat, for instance) is called so many hours' work, and a man finishing it, in whatever time, is paid for the number of hours which the job is supposed to take.

industries, which include bricklayers, stonemasons, carpenters, plasterers, plumbers, and painters; typographers, lithographers, and bookbinders; iron-founders, engineers, boiler-makers, and shipwrights.

Methods of
statistical
investiga-
tion.

§ 3. In statistical investigations it is generally possible to proceed along the lines of two distinct methods of research. The first of these consists in the simple enumeration of a large number of statistics, from which immediate conclusions may be drawn; and the second in the collection of more detailed information from a narrower field, in the hope of arriving at inferences of general application. These two methods are distinguished by Professor Marshall as extensive and intensive respectively; both are applicable to the present inquiry.

The exten-
sive method
to be em-
ployed in
Part I.

Part I. of this work will be devoted to the extensive method: taking large masses of numerical statistics, I shall try to marshal them in such a way that general results may be brought to light; these results will appear in spite of, and not because of, the individual peculiarities, and will exhibit principles rather than causes. Such is the relation which will be shown to exist between the size of the town and the wage rate which prevails there. It will also be possible to notice the extent of the correspondence in the fluctuations for the various trades, and also the changes which occur in the general level of wages in passing from one part of the country to another, while such questions as the relation between low wages and long hours will meet with discussion.

The inten-
sive method
in Part II.

§ 4. In Part II. I propose to exhibit the results of the intensive method of research. Confining my attention to a small number of towns, I have endeavoured to obtain on the spot information upon various matters of social and industrial importance, such as the purchasing power of money, occupation for women and children, the rise or fall of the particular industry in a town, constancy of employment, &c. &c. These results will be tabulated in fourteen sheets, and with a view to facilitate their employment I shall introduce a somewhat novel method of discussion by diagrams. In a concluding summary I shall endeavour to estimate how far the light now brought to bear upon the subject renders it possible to trace the causes of the general results exhibited in Part I. And at the same time I shall take the opportunity of discussing such questions as the representative nature of the Trade Union minimum, and the effect produced upon wages by the class of work to be done, and by the character of the workers.

PART I

EXTENSIVE INFORMATION

§ 5. For the purpose of discussing local variations in wages by the extensive method, it is possible to make use of statistics already to hand. Figures are collected by the employers on the one side, and by the men on the other. Disregarding the former for the present, we find that each Trade Union in its annual report exhibits the *minimum* rate of wages in the various places where it has branches; these may be used for the purpose of comparison, provided we bear in mind that the minimum rate is not necessarily representative of the average wage. Collected statistics.

§ 6. I had hoped to be able to place side by side a comparison for nearly all the trades; I found, however, that this was rendered impossible by the fact that the towns for which statistics were given, differed in different trades. It is evident that the same set of industries do not flourish in every town; moreover, where the industry does flourish there is sometimes no branch of the Union, and even where a branch exists, no report to hand. Accordingly, if (*a*) it is wished to trace variations through a large number of towns, it is necessary to confine attention to a few trades; while if (*b*) it is thought desirable to institute a comparison for nearly all the trades under discussion, then a careful selection of towns must first be undertaken. Selection of towns and trades.

For the purpose of (*a*) I chose the various branches of the building industry, because they flourish in almost all towns; this selection presents the additional advantage of enabling a comparison to be made between the Trade Union figures and the collateral results supplied by the employers.

For the purpose of (*b*) I made a selection of towns in which results for a large number of trades were given in the Union reports; and as I was not able to find information collected by the employers with regard to the printing and iron trades, I confined my attention entirely to the Trade Union figures.

§ 7. The great object in arranging statistics is to enable them to tell their own story; for this purpose the graphic method is especially suitable. The graphic method.

It is not necessary for me to point out here the limitations to which this method is subject when used for all purposes of comparison. In the case which I am proposing to consider—that of the varying rates of wages of the same trade in different towns—the total fluctuations are sufficiently small to enable the curves to present to the eye a true picture of the changes of wage.

Importance
of the order
chosen for
enumeration.

§ 8. But whatever method of presentation be adopted, whether by column or by curve, the *order* of the statistics is of very great importance. Sometimes the best order will be the natural one; as, for instance, when the growth of a trade is under consideration, the natural and best order is that of successive years or periods of years. But in other cases we may find some difficulty in choosing the order which will be most instructive. It will generally be found that a good order will enable us to consider one set of variations apart from another. Thus in the example suggested above—the growth of a trade—it will be possible to notice commercial fluctuations superimposed upon a steady growth or a steady decline. But either or both of these might have been lost sight of, if a different order had been adopted. From this it follows that it may even be worth while to arrange the same set of statistics in several orders, with a view to bringing out different points of interest.

Order of
towns.

§ 9. To find the best order in which to present the wages in various towns is a somewhat complex problem. The order of the towns as given in a catalogue of statistics is generally alphabetical; but a passing thought will suffice to show that for the purposes of comparison such an order would be thoroughly unsatisfactory. Experience teaches us that the whole aspect of labour questions changes as we pass from one part of the kingdom to another; accordingly the order which I have adopted in two of the maps is geographical, so that we are thus enabled to view the changes from one town to another, apart from the general rise or fall which may accompany a removal to a different part of the country. Again, there must be considerable difference between the conditions of life existing in large and small towns, and therefore in these maps I have also shown graphically the town populations, in order that it may be possible to trace any connections which may exist between population and wage level. Yet further in order to estimate how far the wages in the particular trades vary *together*, I have thought it best to construct one map (No. II.) in which the order is given by taking progressive values of the mean wage.

Map I.

§ 10. Map I. has been constructed from the Trade Union blue-book for

1892,¹ which gives the required information for various trades taken from the respective Union reports for that year. This map will be found folded at the end of the present volume. It shows in addition to other statistics the hourly and weekly wages of bricklayers, stonemasons, carpenters, plasterers, and plumbers.

In the first place a selection was made of those towns for which statistics are given for at least four out of the five trades chosen for comparison; the next point was to arrange these towns in something like geographical order. It was evident at the outset that no order could be perfectly satisfactory, inasmuch as no linear enumeration can adequately show the proximity of one town to others on all sides of it.² I endeavoured, however, to obtain a fairly satisfactory order by first placing the towns in their counties, and then taking the counties backwards and forwards across England, going from south to north.

Geographical environment.

§ 11. The map gives summer wages in 1892 for each trade. The black curve shows wages per hour, and the dotted curve wages per week, according to the figures which are placed at the end of each row. It will be noticed that 7d. (black) is on the same line as 28s. (dotted), 8d. as 32s., and so on. Consequently the black and dotted curves would coincide if the number of hours worked per week were forty-eight. When the number of hours is more than forty-eight the dotted curve will be above the black, and a fair estimate may be formed of the number of hours worked per week by noticing the distance between the two. But it must be borne in mind that for the same number of hours the difference shown will be slightly greater the larger the wage—thus for fifty-four hours a week, if the hourly wage be 8d., the distance between the dots will be five of the smallest squares, while if it be 9d., the distance will be increased to about five and a half of the squares.

General construction.

For the sake of comparison the sets of curves for the different trades have been placed as near together as was possible without introducing confusion.

Where two values of the minimum are given, a dot has been put for each, and the curve bifurcates and passes through both.

§ 12. Above the curves thus shown, I have calculated, and set as a curve, the mean of the five trades. In this and similar work difficulty arises in taking the mean for those towns in which the wages are not shown for all

The mean.

¹ This is the latest blue-book which exhibits the varying rates of wages in the different towns.

² As instances of the failure to show vicinity, note (1) that Cardiff and Newport are not shown near Bristol, (2) that Sheffield is not shown near to Derby.

the trades. This occurs because the general level of wages in one trade is not quite the same as that in another. And consequently if in one town we are not given the wages in a trade whose general level is rather below that of the others, the mean in the trades which *are* shown would not represent a fair standard of comparison with other towns. To rectify this it is necessary to apply a slight correction. This is to be obtained by considering the wages in the trades in the neighbouring towns. In such a case as the present it never amounts to more than a small quantity, and consequently it is not necessary to do more than estimate it roughly. The method I actually employed, was to divide up England into main districts, and estimate the general level of each trade in each, and apply the correction accordingly. Thus, for instance, in Lancashire the wages of bricklayers are distinctly above the average of the other trades; and therefore, unless a slight correction had been made, the mean for those towns there for which bricklayers' wages are not shown would be represented too low, *e.g.* Accrington would appear below Burnley, Preston below Blackburn, but a comparison of the actual data given shows that such a representation would be inaccurate.

Similarity
for different
trades.

§ 13. Perhaps the most prominent feature of the map is the way in which the wages in the different trades "run together"; thus, where they are high in one trade in a particular town they will generally be found to be high in another trade in the same town. But as this point will be still better illustrated by the next map, I pass it over for the present.

Extent of
the varia-
tions.

Another feature to be noticed is the extent of the variations. The mean curve shows a total difference of 3d. in hourly wage, between the highest and the lowest; but a glance at the report itself reveals that had we taken some of the small (exceptionally low wage) towns it would have been greater. Moreover, large fluctuations often occur in comparatively neighbouring towns. Thus consider the sequence—Gloucester, Newport, Cardiff, Swansea, Hereford, Malvern, Worcester, Kidderminster, and Birmingham: here the variations are very large in all the trades; in stonemasons, where they are particularly marked, we find that wages, starting with 6½d. an hour in Gloucester, rise to 9d. at Cardiff, fall by stages to 6d. at Hereford, and are again 9d. at Birmingham.

Similarity
of hours.

Another general feature is that the hours worked in each town are pretty much the same for all the trades; and this is, of course, what we should have expected. At the same time the agreement is far from universal; throughout the whole of the North of England, with only two or three exceptions, the hours of stonemasons only slightly exceed forty-

eight (the dotted curve appearing only just above the black), while in the other trades the uniformity is not nearly so great.

§ 14. While the subject of hours is under discussion, we may consider how far the map helps us to arrive at any conclusion on the question of the connection between low wages and long hours. Those who are in the habit of selecting their statistics so as to prove their own case will find here an excellent opportunity for ingenuity.

Those who wish to prove that high wages and short hours go together will point to the general high level of the black curve, and the closeness to it of the dotted, in Lancashire, as compared with the South and West; or again, to the exceptionally high wages in London, accompanied by moderately short hours; and to back up these general results they will notice particular cases in which the dotted curve is fairly steady, while the black undergoes fluctuations. Finally, they will point out—what is quite true—that the form of the map unfavourably represents their view of the case, because a certain number of hours with a high wage is made to look more than the same number with a low.

Those who wish to prove that long hours accompany high wages will compare the results in the mean curve for Cheshire with those for Yorkshire, or taking a particular trade, they will point out that the plasterers' wages and hours in Lancashire are mainly in accordance with their position.

Lastly, those who wish to show that the two things are quite independent will point to the marked parallelism between the black and dotted mean curve throughout the South-west and the Midlands.

For my own part, though admitting that high wages and short hours are conjoint characteristics of the North, I consider the evidence too conflicting to allow of any general connection being traced between the two throughout the country.

§ 15. Leaving now the question of hours, and turning our attention to the black mean wage curve, we notice as prominent peaks—Bristol, London, Cardiff, Birmingham, Nottingham, Bolton, and Manchester; and we note that these are all large towns, and that in London in particular the wages are far above the rest. Again, prominent hollows are Exeter, Cheltenham, Hereford, Bedford, Crewe, Lancaster, Keighley, and Carlisle, most of which are comparatively small towns. We are thus led to attempt some comparison between the mean wage and the general size of the town as represented by its population.

But in representing different populations graphically there will be

considerable difference in the appearance of the curve according to the principle adopted. Struck with the fact that in addition to the large size of the high-wage towns those of exceptionally low wage were often at the same time exceptionally small, I first attempted a curve which should show proportional variations in the populations of small towns, on the same scale as those for large; thus, the doubling of the population was shown on the scale as a rise of $\frac{1}{2}$ d. But as this did not yield satisfactory results I proceeded to construct the curve which is now shown on the map.

The population curve.

This curve shows the population according to the figures at either end of the row, which are arranged in the following manner: a town of 10,000 inhabitants is shown at the same height as $\frac{1}{5}$ of a penny above the base line; a town of four times the population (or of 40,000) is shown twice as far above the base line; a town of nine times, three times as far, and so on. In other words, the ordinate is proportional to the square root of the population. In order to gather some idea of what this representation means, let us assume, what is of course only partially true (see § 68), that the density of population is roughly the same in all towns, so that the number of inhabitants may be taken as a measure of the area of a town. Then if one town have four times as large a population as another, it will have four times the area, but it will be only twice as wide across each way; again, if it have nine times the population, it will be three times as wide across, and so on; in short, the square root of the population is a measure of the diameter of the town, or we may say of the distance of the centre of the town from the suburbs.¹ And we may regard the height of our population curve as representing this distance for different towns.

The difference curve.

§ 16. In order to test the correspondence between this population curve and the mean wage, there is constructed, above, a curve showing the difference between the two; so that the result may be expressed as—

$$\text{Mean wage per hour in pence} \text{ minus } \frac{\text{Square root of the population}}{500}$$

And in order to consider how far the population in any way explains the fluctuations in wages, this new curve must be compared with the mean-wage curve, to see which is the least irregular. In doing this I omit London altogether from the consideration, because, though both in wages and in population there is a high peak there, yet the popula-

¹ It may thus be further considered as the true measure of the "towniness" of a town.

tion peak so far overtops the wages peak, that in the difference curve there is a peculiarly prominent hollow in that place; the great city is therefore so exceptional that I think it better to leave it out of account. We notice then that the total variation (from highest to lowest), which is $2\frac{1}{2}$ d. in the mean wage, is only reduced to 2d. in the difference curve, showing what we should naturally have suspected, that for comparing towns in different parts of the country a consideration of their size does not go far towards accounting for the differences in wages.

In the individual fluctuations we find the population curve more in correspondence. In only one case, viz., Birkenhead and Liverpool, does the difference curve exhibit a peak or hollow where none exists in the original mean wage, whereas in several cases—notably Birmingham, Leicester, and Leeds—the peaks have been entirely removed or else considerably lessened.

It will be remarked that the towns from Stockport to Halifax seem to follow a different law, and here the difference curve shows fluctuations quite as great as those which exist in the mean wage (see § 26).

§ 17. I have endeavoured to form a numerical estimate of the total amount of the fluctuations for each of the two curves by adding together for each, irrespective of sign, the amounts of the changes in passing from one town to the next. Thus for the mean wage we find the change from Plymouth to Torquay to be 2 (reckoning in tenths of a penny, i.e. in half-sides of the smallest squares), from Torquay to Exeter 6, Exeter to Bristol 15, and so on, and then all these numerical quantities have been added together, and the same thing has been done for the *difference* curve (*not* for the population curve), and the two results compared; we find—

Numerical
estimate.

	MEAN WAGE.	DIFFERENCE CURVE.
Total fluctuations from Plymouth to Stockport . . .	202	140
„ „ Stockport to Halifax . . .	62	72
„ „ Halifax to Carlisle . . .	47	16

Thus it would appear that the fluctuations in the difference curve are not so great as in the mean-wage curve, except in the portion from Stockport to Halifax, where they are about the same.

§ 18. I think these numerical results go to show that, except in Cheshire, Lancashire, and South-west Yorkshire, the size of the town is one factor in determining the level of wages there, or that at any rate the two things run together, but that it is only one among many

Deductions.

causes, and even when we have allowed for it there are still remarkable variations remaining.

It has been pointed out to me that the order in which the towns appear in the map, though chosen with a view to geographical contiguity, is to a certain extent fortuitous, and that therefore the figures given above should be supplemented by results obtained by taking different orders. I have accordingly tested numerically (1) the towns taken in a different geographical order, (2) the towns taken in alphabetical order, which is of course entirely fortuitous, and (3) the results shown in § 22, in each case separating out the towns from Stockport to Halifax from the rest. The results obtained have been similar to those given above, in some cases being more marked, and in some less.

It seems, therefore, that in discussing variations in wages throughout England generally we shall do well to take the difference curve which represents the mean wage corrected for population, rather than the mean-wage curve itself. But in considering local variations within Cheshire, Lancashire, and the West Riding of Yorkshire, it will be better to take the original curve.

Changes in
general
level.

§ 19. We may now pass by the more immediately local variations and consider the general level of wages in different parts of the country. Whichever curve we take, we cannot fail to notice that considerable differences are shown in this respect. Thus in Lancashire, Durham, and Northumberland the level is high, in the Midlands and Yorkshire moderate, and in the South-west of England and the Eastern counties very low.

I have often heard it said that wages are very low in Cambridge, and those who said this have often gone further and endeavoured to explain the fact as due to some special town cause. A glance at the map, however, reveals that the level of wages, though low compared with the rest of England, is not below that of neighbouring towns. Norwich has been omitted, after Cambridge, by accident; if this were included we should find Cambridge appearing as a small peak. Accordingly attention should be directed not to Cambridge in particular but to the low level which prevails generally in the Eastern counties.

To a somewhat lesser degree the same remarks apply to Oxford placed in its proper geographical environment.

And these conclusions would be final but that it is always necessary to view with caution any definite argument based upon statistics, which are always—and particularly in the present instance—subject to innumerable limitations. (See, moreover, § 23.)

§ 20. At the top of the map is shown the increase of the town from 1881 to 1891 reckoned as a percentage of the population in 1891. It was supposed that this might be regarded as some measure of the building work done during the period. The figures were obtained from the census returns for 1891; and where difficulties about change of boundaries occurred I generally omitted the results altogether rather than make any doubtful calculations. But at best the numerical quantities are not really quite capable of measuring the amount of the building trade in the town, chiefly because a great deal of building work is often carried out—such as public buildings, street improvements, or repairs—which does not appear at all in the estimate.

Curve showing increase of population.

Comparing this curve with the corrected mean (*i.e.* the difference curve), we cannot trace any very definite connection. In the “Increase” curve we find nine peaks, *viz.*, Bournemouth, Cardiff, Bedford, Grimsby, Crewe, Birkenhead, Burnley, Oldham, and South Shields; corresponding to these we find in the “Difference” curve two peaks, two hollows, and five places where the town is between those on either side. In the same way, corresponding to nine hollows (*viz.*, Southampton, Cheltenham, Hereford, Cambridge, Shrewsbury, Chester, Liverpool, Barrow-in-Furness, and Carlisle), we find four hollows and five places where the town is between those on either side. We notice, however, that in the short range of towns from Oxford to Hereford there is a close correspondence.

Comparison.

§ 21. To turn to the employers. Very full statistics are given by the National Association of Master-Builders, for 1st July 1891, in the answers to the schedules of questions issued by the Royal Commission of Labour (C. 6795, ix., in Appendix, page 908). Wages and hours are given for masons, bricklayers, carpenters, plasterers, slaters, plumbers, and painters; also for masons' labourers, bricklayers' labourers, and plasterers' labourers.

The employers' figures.

Instead of exhibiting these in a map similar to the one we have been considering, I shall content myself with giving the principal results obtained.

In the first place, making a comparison between the employers' figures and those given by the Unions for the same year (1891), I found that where the two cover the same ground they show in general the same results; nevertheless, where the employers give two rates, only the higher appears in the Union returns. This is noteworthy, because it is often assumed that where rates of wages are given both from the men's standpoint and also from that of the employers, the former will tend to be the lower of the two. In the present instance at any rate the exact reverse is the case.

Particulars
of interest.

§ 22. Having set the towns in a geographical order, I found that, as before, the wages of artisans in the different trades run more or less together. To this there are a few exceptions, the most prominent of which may be tabulated thus:—

	SLATERS.	PLUMBERS.
Southampton	7d.	7½d.
Portsmouth	9d.	6½d.
Chichester	6d.	7d.
Brighton	9d.	6d.
Folkestone	7½d.	8d.

The wages of painters run about a penny below the mean of the other artisans, while the wages of carpenters are very close to the mean, there being very rarely more than ¼d. difference.

In order to institute a comparison between artisans and labourers, I give, below, a table showing the artisans' mean wage and labourers' mean wage for the towns arranged in geographical order. The figures give the mean wages in pence per hour.

	ARTISANS' MEAN.	LABOURERS' MEAN.		ARTISANS' MEAN.	LABOURERS' MEAN.
Truro	5.2	3.5	Newport	7.5	4.7
Plymouth	6.1	3.8	Cardiff	7.7	5.5
Exeter	6.0	3.7	Worcester	7.1	4.0
Weston-super-Mare	6.4	4.2	Kidderminster	6.8	4.5
Bristol	7.4	4.5	Dudley	6.7	4.2
Taunton	5.0	3.7	Birmingham	8.4	5.5
Dorchester	5.3	3.5	Coventry	7.0	4.8
Weymouth	5.5	3.8	Rugby	7.2	4.5
Devizes	5.7	3.2	Leicester	8.0	5.8
Salisbury	6.8	3.5	Northampton	7.5	4.7
Winchester	6.2	3.7	Cambridge	6.7	3.8
Southampton	6.9	4.3	Lincoln	6.9	4.5
Portsmouth	7.0	4.5	Nottingham	8.1	5.5
Chichester	6.3	4.0	Derby	7.4	5.0
Brighton	7.1	4.8	Walsall	7.4	5.5
Lewes	7.0	4.3	Wolverhampton	7.9	5.0
Hastings	7.1	5.0	Cheadle	7.2	4.5
Folkestone	7.5	4.8	West Bromwich	7.2	5.2
Dover	7.3	4.7	Shrewsbury	6.4	4.0
Canterbury	6.7	4.1	Crewe	7.0	5.0
Guildford	7.4	4.8	Chester	7.5	5.3
Croydon	8.5	5.8	Northwich	7.3	4.8
London	8.9	6.0	Macclesfield	7.0	4.6
Hertford	6.9	4.8	Stalybridge	7.9	5.3
Oxford	7.5	4.1	Altringham	7.7	5.5
Cirencester	5.7	3.7	Runcorn	7.3	4.7
Gloucester	6.6	3.7	Alderley Edge	7.1	4.8

	ARTISANS' MEAN.	LABOURERS' MEAN.		ARTISANS' MEAN.	LABOURERS' MEAN.
Wilmslow . . .	7.2	5.0	Doncaster . . .	7.0	4.8
Liverpool . . .	8.3	5.2	Barnsley . . .	7.9	5.8
Warrington . . .	7.8	5.3	Huddersfield . . .	7.2	5.1
St. Helen's . . .	8.0	5.4	Mirfield . . .	6.9	5.3
Sonthport . . .	8.0	5.5	Wakefield . . .	7.1	4.5
Barrow-in-Furness	7.7	5.5	Halifax . . .	7.4	5.3
Lancaster . . .	7.3	5.2	Bradford . . .	7.6	5.5
Blackburn . . .	7.8	5.6	Leeds . . .	8.1	6.1
Preston . . .	8.2	5.7	York . . .	6.9	4.9
Chorley . . .	7.6	6.0	Beverley . . .	6.4	4.7
Wigan . . .	8.0	5.7	Hull . . .	7.7	6.0
Bolton . . .	8.1	5.6	Scarborough . . .	7.2	5.0
Rochdale . . .	7.6	5.5	Darlington . . .	7.3	5.5
Droylsden . . .	7.7	5.0	Hartlepool . . .	7.4	5.7
Radcliffe . . .	8.2	5.8	Durham . . .	7.5	5.0
Oldham . . .	7.9	5.7	Sunderland . . .	7.6	5.0
Manchester . . .	8.3	5.6	South Shields . . .	8.4	6.3
Ashton-under-Lyne	8.4	5.5	North Shields . . .	7.6	5.2
Sheffield . . .	8.0	5.5	Carlisle . . .	6.5	4.5
Pontefract . . .	7.0	4.7			

§ 23. It will be noticed that the fluctuations generally run together, and it might have been expected, that as the wages of labourers are about two-thirds those of the artisans, the fluctuations would be about two-thirds also. This seems roughly to be the case as far as Gloucester, but from there onwards the fluctuations in labourers' wages if anything exceed those in the artisans'. Thus it would seem that whatever be the cause of the difference between town and town, labourers and artisans are affected by it to an equal amount.

Labourers
and arti-
sans.

Some particular cases may be noticed. The rise at Bristol and subsequent drop to Taunton in the artisans' wages are out of all proportion to the similar effects in the labourers'. The two go in opposite directions from Hertford to Oxford. And in Cambridge, as well as in Oxford and Wakefield, wages are proportionately lower among the labourers than among the artisans. On the question of Cambridge wages generally, which was raised before (§ 19), it is to be observed that Cambridge—contrary to the result exhibited in Map I.—appears as a hollow, and this effect is only slightly diminished when allowance is made for the populations of the towns. The explanation of the apparent discrepancy is that the environment in which the town is placed is different in the two cases. In the figures of § 22 it is sandwiched in between Northampton and Lincoln, and is of itself the only true representative of the Eastern counties.

Wages and
increasing
population.

§ 24. On comparing, as in Map I., the general mean corrected for population with the figures giving the percentage increase of the town, I found somewhat greater similarity than before. From the combined results we may perhaps deduce that whenever a town shows rapid increase in population, there is a presumption in favour of supposing that wages in the building trades there will be high; and whenever a town has increased little compared with those in its vicinity, there is a presumption in favour of finding them low.¹

General sur-
vey of wages
in England.

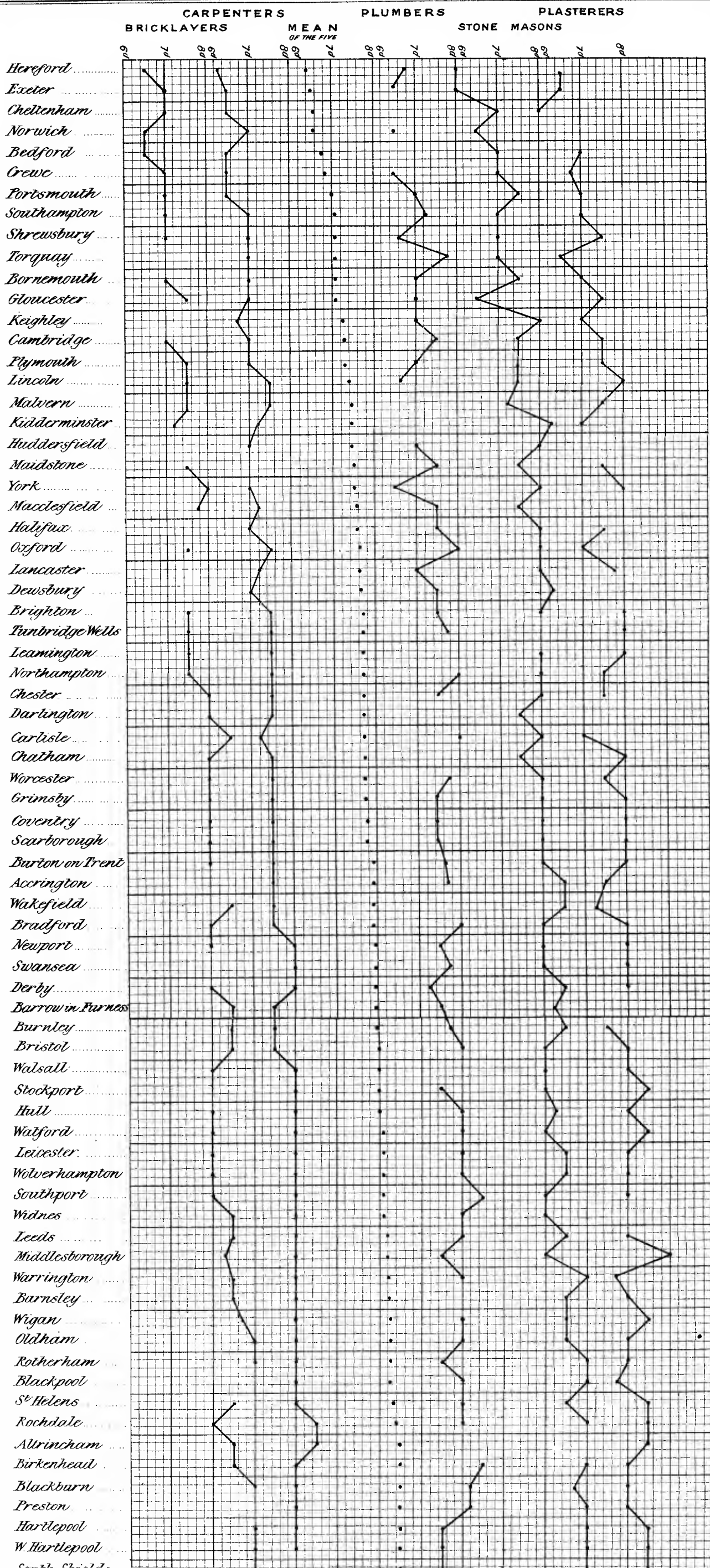
§ 25. We may now make a survey of the level of general wages in different parts of England as shown by the Union figures depicted in Map I. and by the figures of the employers given above.

We start with the mean-wage curve corrected for population, and find a low level in the South-west, rising, with minor fluctuations and a prominent peak for Bristol, to a high level near London; but in the metropolis itself, in spite of the high wages, we find a deep hollow because of the enormous correction which has been made for the population. Thence crossing rapidly back after a depression in Berks and Gloucestershire—especially marked at Cirencester—we reach Wales, where we find a level higher even than that at Bristol. Returning by way of Hereford, where wages are very low, to the Midlands, we find a fairly uniform high level. We next descend to the low-wage Eastern counties, and then return to the northern part of the Midlands, where we find only minor fluctuations till we come into Cheshire, where a general rise to a higher level takes place, which continues throughout Lancashire. Considering here (see § 18) the uncorrected mean wage, we find a fairly uniform rate which continues into Yorkshire, but is interrupted by a few exceptional cases. Returning now to the corrected average, we find fair uniformity in Map I. for the rest of England; but in the employers' figures (partly owing to the different selection and arrangement of towns) there appear some fluctuations culminating in a large fall to Carlisle, which, however, is less marked in Map I., because between 1891 and 1892 wages advanced in several of the Carlisle trades.

Large towns
and their
vicinity.

§ 26. It may generally be observed for the whole range of towns that wherever there is a large city, wages are high not only there, but in the neighbouring districts; so that as we have taken the populations of the small towns in the vicinity by themselves, the corrected curve shows peaks in the neighbourhood, and a hollow at the city. This general pro-

¹ This is not necessarily to be regarded as a case of cause and effect; high wages and rapid growth may both be signs of prosperity, and *vice versâ*.



Map II.

to face p. 15.

A 10x10 grid of graph paper. A horizontal line is drawn across the middle, between the 5th and 6th rows. Various geometric patterns are drawn on the grid. In the top-left quadrant, there are several vertical lines of dots and some zigzag lines. In the top-right quadrant, there are more zigzag lines and some vertical lines of dots. In the bottom-left quadrant, there are more zigzag lines and some vertical lines of dots. In the bottom-right quadrant, there are more zigzag lines and some vertical lines of dots. The patterns are scattered across the grid, with some appearing in pairs or groups.

Dewsbury
 Brigholom
 Farnbridge Wells
 Leamington
 Northampton
 Chester
 Darlington
 Carlisle
 Chatham
 Grimsby
 Coventry
 Scarborough
 Burton on Trent
 Accrington
 Wakefield
 Bradford
 Newport
 Swansea
 Derby
 Barrow in Furness
 Burnley
 Bristol
 Walsall
 Stockport
 Hall
 Watford
 Leicester
 Wolverhampton
 Southport
 Widnes
 Leeds
 Middlesbrough
 Warrington
 Barnsley
 Wigan
 Oldham
 Rotherham
 Blackpool
 St Helens
 Rochdale
 Altrincham
 Birkhead
 Blackburn
 Preston
 Hartlepool
 W. Hartlepool
 South Shields
 North Shields
 Leigh
 Tarrow
 Cardiff
 Liverpool
 Sheffield
 Sunderland
 Stalybridge
 Bury
 Nottingham

Dewsbury
Brighton
Turnbridge Wells

position includes, as a particular case, the state of things round London, and both of the general peculiarities of the Lancashire district, viz., (1) the general high rate of wages, and (2) the absence of correspondence between this rate and the size of the town, because in the Lancashire district there are a great number of large cities with only small distances between them.

§ 27. Besides the geographical order, two other orders suggest themselves, (1) order of increasing population, (2) order of increasing mean wage. The former has not been illustrated by a map, because it was found that no satisfactory result was to be obtained by taking the towns out of geographical order and comparing wages and population. The latter is depicted in Map II., repeating the statistics of Map I. Other orders.

The mean wage is shown in the middle of the map, a gradually ascending series of dots; and against this are set the wages in the five trades. A slight inspection will explain the principle upon which the map has been constructed: the successive trades are shown above one another with an interval in the scales of reckoning, of 2d. in each case; so that if the wage in one trade was 2d. more than in the one above, there would be overlapping. Map II.

It is thus possible to see much more readily than in Map I. how far there is general similarity in the wages of the building trades. It will be seen that on the whole the curves run very much together.

The most interesting thing, however, displayed in the map, is the exceedingly close manner in which the carpenters' wage follows the mean, a little below. Thus it is never more than $\frac{5}{8}$ d. below the mean, nor, with the exception of Norwich, more than $\frac{1}{4}$ d. above. So we may say that, with the exception of this one town, carpenters' wage + $\frac{3}{16}$ d. gives the mean wage correct to well within $\frac{1}{2}$ d.; and, with the exception of eleven towns, the error never appreciably exceeds $\frac{1}{4}$ d.

This is the more remarkable when we remember that the carpenters' wage does not as a general rule deal in fractions of a penny less than $\frac{1}{2}$ d.

§ 28. In setting side by side the wages in the building, printing, and iron trades, I thought it better to bring the results up to date; accordingly I collected, with the kind assistance of the secretaries, the *latest* reports of the Trade Unions, and from these I have constructed Map III. Map III.

As in the case of Map I., towns were selected for which returns were given in nearly all the trades, and these were arranged in a geographical order; in this case Cardiff is shown next to Bristol, and Yorkshire follows immediately on the Midlands.

In Map IIIa. which faces next page are shown hourly and weekly

Building. wages in the building trades, including those of house-painters, the statistics for which have been obtained by combining figures given by the Amalgamated Society of House Decorators and Painters, and by the Society of House and Ship Painters. Above these is shown the mean, constructed on the same principles as before. Wherever two rates are given, a dot has been made for each, and the curve has been drawn between them.

Printing. On the right-hand side, at the bottom of Map IIIb. (facing p. 17), are shown the weekly wages in the three printing trades, and above these, the mean of the three, with the mean hourly wage computed from a knowledge of the number of hours worked in the various trades.

and iron trades. Above are shown similar results for the iron trades; instead of boiler-makers, the statistics for which are deficient (see remarks on boiler-makers, p. 44 *note*), I have depicted wages in two branches of the engineers, viz., (1) fitters and turners, (2) pattern-makers, and wherever a different rate of wages is paid for machine and engine work, the former has been selected.¹ The figures for iron-founders represent wages at the end of 1896, and their hours have been assumed to be the same as those of the engineers.

Next is depicted a population curve drawn upon the square root principle, but at the rate of 800 to a penny, instead of 500 to a penny, as in the case of Map I.

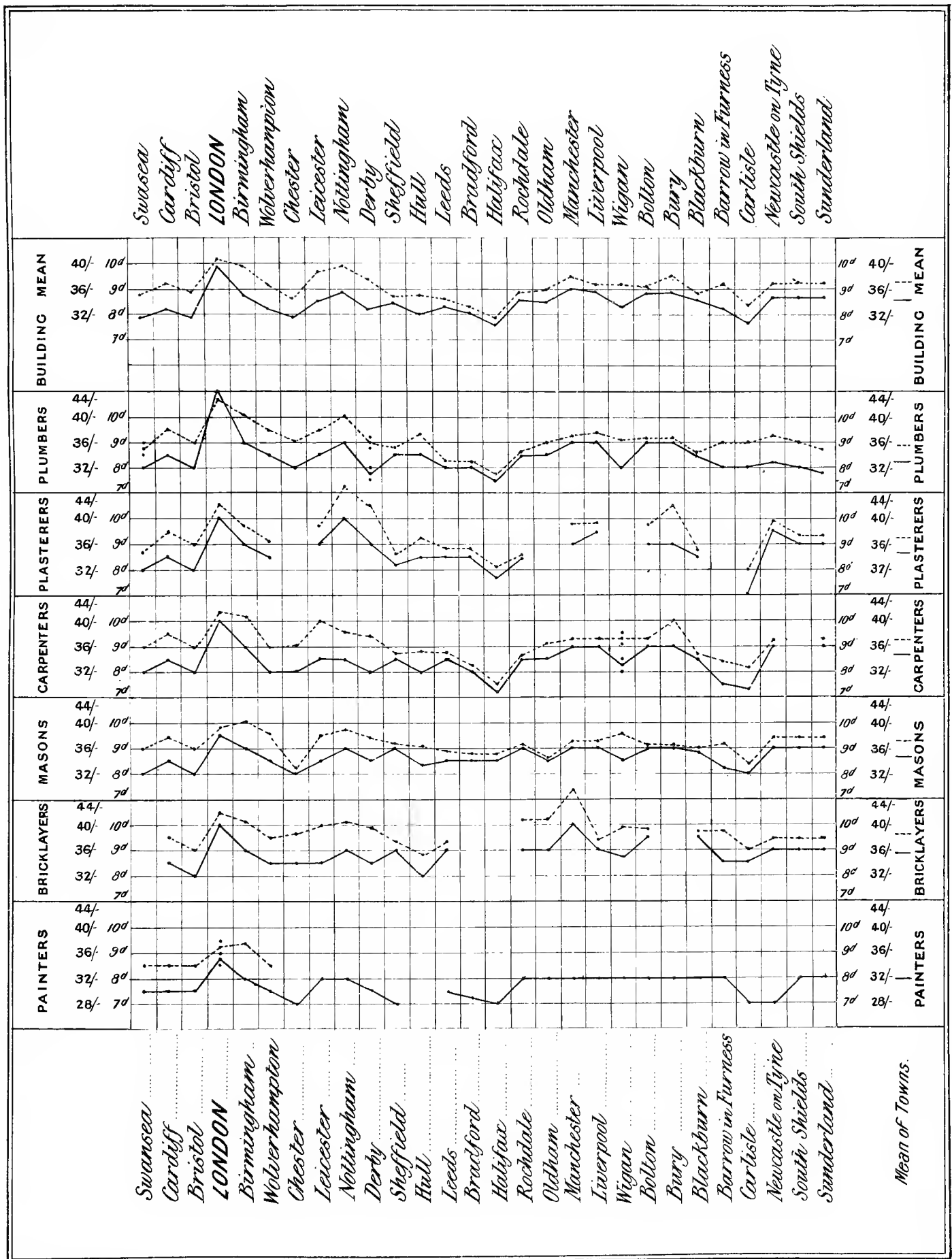
Above are shown the mean wages for the whole twelve trades, and at the top the result of subtracting the population curve from the mean hourly wage.

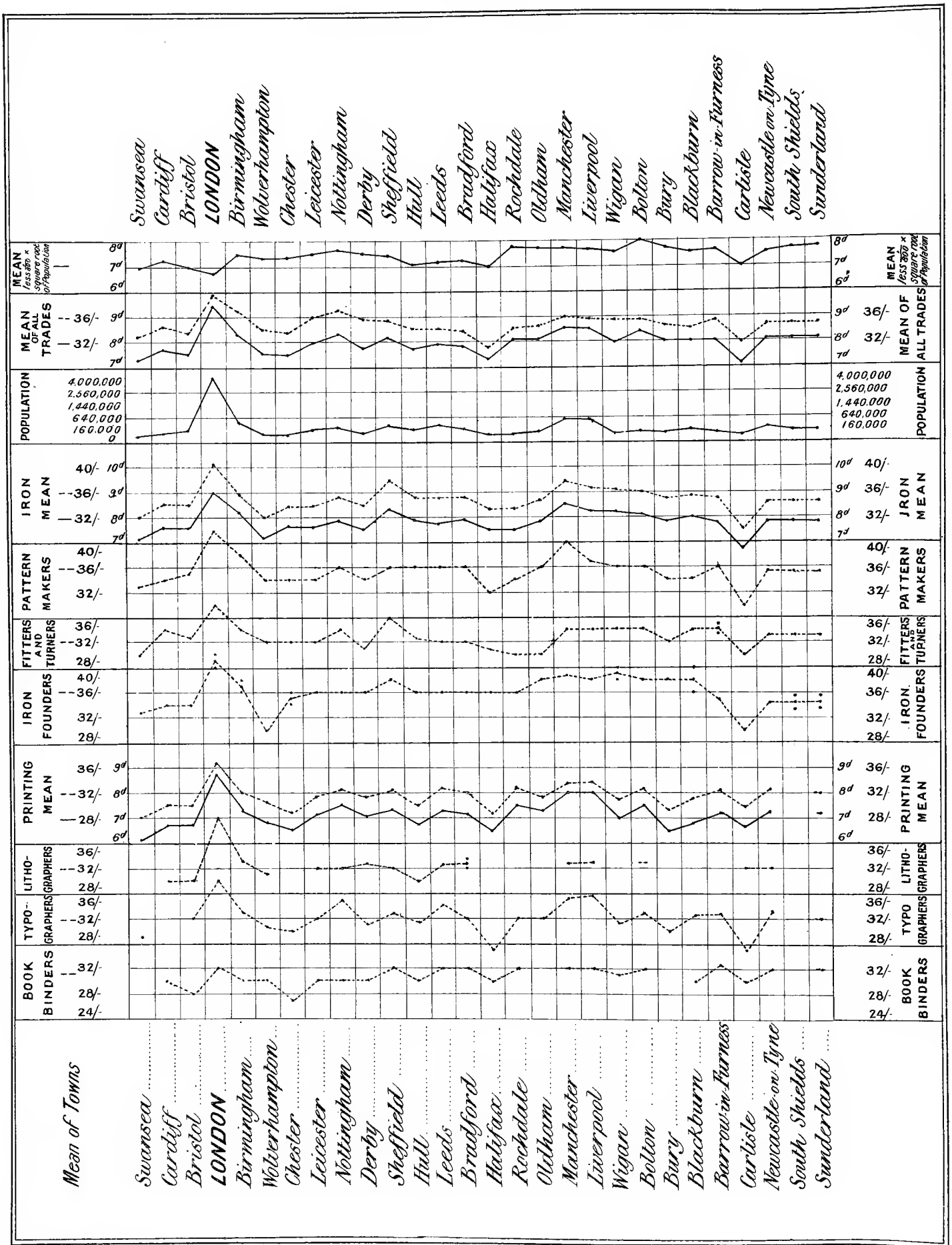
Trade results. § 29. A study of the general level of the curves will show that the printing trades are considerably below the iron and building trades; but with reference to this conclusion a word of caution is perhaps necessary. When it is said that the wages of the printing trades are low compared with those in the building and iron trades, it should be remarked that what we have are minimum rates, and it will be found subsequently that in the lithographic and bookbinding industries the quoted minimum rates are not representative of average wages; again, among the typographers many are earning considerably better wages, either by doing piecework or by working on the newspapers.²

It will further be noticed that the number of hours worked in the

¹ In Lancashire, wages for engine work are 2s. higher than those for machine work. Also in seaport towns we find "marine" work rates are much higher than those for "general" work, but the latter have always formed the basis of my calculations.

² With reference to these points see the sheets of information obtained concerning lithographers, bookbinders, and typographers, pp. 68-73; also the remarks in reference thereto, pp. 38-41.





iron and printing trades are much more uniform than is the case in the building industry.

It will be seen that the fluctuations as a whole are very much less than in Map I., owing to the fact that the little low-wage towns do not make their appearance here.

The fluctuations in the different trades go somewhat together, but not nearly so much so as when we confined our attention to the building industry.

It is interesting to see that while Bristol ranked among the towns in South-west England as a peak, it appears now, when taken with Wales, as a hollow.

§ 30. The population curve shows considerable similarity to the mean wage. In only one case (Cardiff to Bristol) do the two curves go in opposite directions; but in passing from Halifax to Rochdale, though the population is about the same, wages rise $\frac{1}{4}$ d. Mean wage
and popula-
tion.

The curve at the top of the map shows how far the similarity really holds, and it would seem that while in Lancashire the correction is about right, it is a little excessive for London, and in the Midlands it might with advantage be a little greater; this falls in with our results from Map I., where we had a population curve on a somewhat larger scale. Moreover, we notice that while the individual fluctuations are largely corrected, there remain gradual changes of level as we pass from one part of the country to another. Thus while $7d. + \frac{1d.}{800} \times \text{square root of population}$ is fairly representative of wages in the South and in Yorkshire, in the Midlands we have to add rather more than $\frac{1}{4}$ d., and in Lancashire about $\frac{3}{4}$ d.

If we choose to look at it from the point of view just indicated, we may say that we have accounted off-hand for the failure of comparison between Halifax and Rochdale; thus we may say that though the places adjoin, yet the step from one to the other represents a change in the part of the country, and it is undoubtedly true that this change is accompanied by a considerable alteration in the character of the inhabitants. Somewhat similar remarks apply to the relation of Bristol to Cardiff and Birmingham. (See § 63.)

§ 31. It may be as well here to summarise the results at which we have arrived during the discussion of the foregoing numerical statistics. Summary.

(1) The variations in wages in the same trade from town to town are considerable.

(2) In towns in which wages are high in one trade they are generally high in another, and *vice versa*; this is more particularly true in the

various branches of the building industry, where we find carpenters' wages approximating very closely in each town to the average of all the branches.

(3) Comparing labourers' wages with artisans' we find they generally vary together, and the variations are more nearly equal in amount than proportional to their respective wages.

(4) Marked changes in general level are noticeable as we pass from one part of the country to another, and in consequence, in saying that wages in a town are high or low we should be careful to notice its geographical environment.

(5) Taken in their proper environment the large towns show the highest wages, and if we neglect the smallest towns we may say of the rest with an approach to accuracy, "The larger the town the higher the wage."

(6) In attempting to estimate the correct allowance to be made for the differing sizes of the prominent towns, we may turn the square roots of their populations into money, at the rate of 800 to a penny. But this is subject to changes of general level as we pass from one part of the country to another, and when smaller towns are taken into account, the accuracy becomes less, and the allowance has to be rather larger.

Selection of
towns to
visit.

§ 32. In selecting towns in which to make further personal investigations I was guided by a desire to take different parts of the country.

To prevent my investigations becoming too desultory I determined not to go into Northumberland and Durham, but to take, where possible, two types from each part.

Thus I selected Bristol, and made one or two inquiries at Cardiff, to obtain a relation between the two.

In the Midlands I made full investigations at Birmingham, and a few in Derby.

In Yorkshire I visited Sheffield, Leeds, and Bradford.

And in Lancashire, Rochdale and Manchester—one small and one great.

And while the vastness of London deterred me from attempting any work there, the abnormal conditions exhibited above in Hereford (§ 25) and in Brighton (§ 22) seemed to demand investigation.

PART II

INTENSIVE INFORMATION

CHAPTER I

COLLECTION OF NEW STATISTICS

§ 33. THE investigations which I have made in various towns were undertaken with the view of determining how far variations might be due to detectable economic causes, how far they might be due to the physical or intellectual superiority of men of one place over those of another, and how far they might be temporary or accidental.

General object of investigations.

As a preliminary to making any direct investigations, I spent some time in Sheffield and Leeds with a view to discovering the principal questions at issue. For this purpose I interviewed a number of people, both employers and employed, who very kindly gave me their views upon the subject; and I at length obtained a fairly clear idea of the best method of pursuing inquiries.

Preliminary inquiry.

§ 34. Before giving any account of these, there is one point which I think it necessary to clear up: What is it that appears inconsistent in the fact that wages are higher in one town, A, than in another, B?

Statement of the case.

In the first place we must notice that lower wages do not necessarily mean cheaper labour; and if a day's labour of one man in one place is inferior either in quantity or in quality to that of another man in another place, the fact that he is paid for it at a lower wage, so far from being an anomaly, is only what we should have expected, that for a poorer article is paid a poorer price.

But where lower wages are the equivalent of cheaper labour, then we have to consider the matter both from the side of the employer and from that of the workman; and the inconsistency appears in the form of the questions, (1) Why do not employers migrate from A to B? and (2) Why do not workmen migrate from B to A? These two questions are really quite distinct.

The employers' position.

§ 35. Let us take the case of the employers first: Why do they not take their business from A to B? The answer may be of many kinds.

(1) In a large number of trades such a transfer is quite out of the question; among those which I am considering we notice as coming under this heading all the building trades (though a certain amount of carpentering work is transferable) and a portion of the work in the printing trades; again, work connected directly with ships is limited to certain towns. It may, moreover, very likely happen that even where a transfer is quite possible, the possession of a large working plant in one town may render an employer very loth to make a change, unless he feels pretty sure of gaining a considerable advantage; nevertheless his potentiality to move (and the fact of the rapid changing of businesses) will act as a distinct check upon great inequalities.

(2) There may be natural advantages in one town which make it especially suited for a particular industry; *e.g.* in Birmingham and Sheffield, where silver-work and cutlery flourish, we find a peculiarly useful form of sand in the former and of lime in the latter; while the origin of the cutlery trade in Sheffield may perhaps be traced to the abundance of little brooks or becks which served for obtaining small quantities of power. Further, one town may possess general advantages over another, such, for instance, as a navigable river.

(3) There may be artificial advantages; and under this heading we must be prepared to include everything that goes to make up the complexity of modern life. I need not enumerate here the diverse particulars which enter into this increasingly important aspect of the question.

The workmen's position.

§ 36. Turning now to the workmen's view of the case, we may classify the answers under two headings: firstly, those which are town matters and affect all trades in the town alike; and secondly, those which are trade matters differing in the same trade from town to town.

Under the first heading must be considered the value of money in a town, the possibility of finding work there for female relations, and all the advantages and disadvantages which are connected with the town life.

Under the second heading must be considered the growth of the trade in the town, and any trade advantages peculiar to the workmen of that town, such as regularity of employment, minor privileges, the class of the work to be done, and similar matters.

§ 37. Equilibrium can only be reached when both employers and men separately consider that they are as well off in one town as they would be in any other; and thus we obtain for any industry two conditions which must

be satisfied for equilibrium in each town. At the same time the number of employers and the number of men in the town are liable to be recruited separately to any extent from the rest of the country; and influx or efflux of employers and men takes place until wages reach such a level that both conditions required above are satisfied.¹ We may call these two conditions, (a) equilibrium for employers, (b) equilibrium for men.

Statement
of equi-
librium.

In the transferable industries the output price must be about the same wherever the industry flourishes. Consequently the equilibrium for employers shows that the extra wages paid in a high-wage town (such as London) are to be regarded as a kind of rent paid by the employer for the privilege of being able to take advantage of the increased facilities which he obtains in that town. I call particular attention to this because it is not very long since Mr. Marks moved in the London County Council "that whenever the Council invites tenders for contracts to execute works, or supply goods, the committee which deals with the tenders shall take into account the difference between the rates of wages in London and elsewhere, and if it shall appear that the excess of a London tender, otherwise acceptable, over a provincial tender is due to such difference in wages, the contract shall be awarded to the London firm."²

Result for
the trans-
ferable in-
dustries.

Quite apart from any consideration of whether the London workman is really better off with his higher wages than the provincial with lower, I think my preceding remarks show that any such enactment would be unfair to the ratepayers and unjust to provincial employers, and would tend to bring about an abnormal increase of business in London.

§ 38. There is, no doubt, room for an interesting study of the question why employers choose one town rather than another for their industrial operations; but it will be evident that the existing rate of wages in the town will only be one item—perhaps a small item—among the reasons for such a choice; and further, that a practical business man engaged in the particular trade is more suited for such an inquiry than a peripatetic student

Limitation
of my in-
quiry to one
side of the
picture.

¹ The method of stating the case in the text is not really quite accurate. As a matter of fact there are for each industry in a town *three* quantities to be determined, viz. (1) number of employers in the town, (2) number of men in the town, (3) rate of wages in the town. These three quantities have to satisfy the two conditions given in the text, and also a third which requires that the proportionate numbers of employers to men shall be such that production is carried on along the lines of cheapest cost. For if by altering this proportion in a town, the same amount of work could be performed at a lower cost (including employers' profit and workmen's wages), we cannot have reached a position of equilibrium, since employers and men can be recruited separately from the rest of the country. The conclusions in the text founded upon the existence of the two conditions are, of course, perfectly sound.

² This is not to be confounded with the Fair Wages Clauses now often introduced into Municipal contracts.

or an armchair economist. Of course it may be suggested that it would be possible to collect from employers information upon the subject; but as it would obviously be against their interest to have such knowledge as they possessed made public, it seems more than doubtful whether such a quest would meet with success.

Accordingly I have, with one or two exceptions, entirely omitted this aspect of the case; and believing that once the question of the equivalence of low wages and cheap labour has been taken into account, the issues may be treated quite separately, I have devoted myself exclusively to considering the workman's side of the picture. I have generally obtained the information about a particular trade in a particular town from the secretary of the local Trade Union. Possibly it may be objected by some, that as the results are thus only taken from one side they are not reliable, as one-sided evidence given even with the best intentions never can be. I think this contention would be justified if the information sought was of a controversial character. With possibly two exceptions this was not the case, and therefore I believe the results to be trustworthy.¹

Method of
obtaining in-
formation.

§ 39. I was not long in Sheffield before I discovered that it would be quite impossible, in *desultory* conversations with individual workmen, or even with secretaries of Trade Unions, to gain much *definite* information upon the points at issue, and that it would be necessary to formulate certain questions in order to elicit the required data.

It was at first my intention to send round a schedule of questions by post to be filled in and returned. I was dissuaded from this, however, by information I received with regard to the paucity of the number of returns I might expect; and though this has been only partially² borne out in the few cases in which I have made use of the post, yet I have found that far more satisfactory information is to be obtained in a personal interview.

This is due partly to the fact that in a personal interview questions not understood can be explained, and partly to the fact that the answers to one question may suggest other questions which may bring important facts to light which would otherwise have escaped notice.

The ques-
tions.

§ 40. During my preliminary stay in Sheffield and Leeds I put together a set of questions. A reprint of the form which I took round is shown opposite.

¹ One exception was the question, "Do the employers and the men work harmoniously?" It was curious that the answer was often given in the affirmative, even not long after a severe strike, and almost universally in other cases. It is to be feared that the admission of good feeling might not be so unanimous if the question were put to the employers. (See also § 40.)

² When I had been to see the General Secretary, or some principal person in the Union, and could mention his name in writing to a Branch Secretary, I was usually successful.

The Questions

23

Name of Trade _____

Name of Town _____

1. *a.* What is the Trade Union minimum now ?
b. How many hours are worked per week ?
c. Is there any piece-work done ?
d. How many members are there in the Branch ?

2. *a.* Is the work done the same as that done in other towns under the same name ?
b. If not, in what way does it differ ?

3. *a.* Does it often happen that individual workmen obtain higher wages than the Trade Union minimum ?
b. What may they obtain ?

4. *a.* Are non-Union men employed to any extent ?
b. Are boys ?
c. What wages may they obtain ?

5. *a.* Do the employers and men work harmoniously ?
b. What have been recent changes, if any, in wages ?
c. In hours ?

6. *a.* What is the state of trade just at present ?
b. And taking a number of years together, is it increasing, on the whole, in the town ?

7. *a.* To what extent were men on short time in 1896 ?
b. Is this unusually high or low ?

8. *a.* Do you work much overtime in this Branch ?
b. At what remuneration ?

9. *a.* How many men are out of work now in this Branch ?
b. Is this unusually high or low ?

10. *a.* What proportion of the members of the Branch were born and apprenticed outside the town ?
b. Do many of your members permanently go away from the town ?

11. Are any travelling expenses paid by the employer ?

12. General remarks.

As far as I was able to judge, the discussion of these questions led to the disclosure of most of the points of interest I was seeking to obtain, but of course it is difficult to tell how much may have escaped notice; and in a few cases I found it better to put some of the questions in a slightly modified form.

The following is a sketch of the manner in which the questions¹ are intended to bring out the points at issue:—

1. *a.* is to bring out the minimum wage, and 3. to estimate how far this coincides with the average for Trade Unionists. 1. *d.* and 4. *a.* bring out the strength of the Union and the total number of workmen in the trade in the town. It was hoped that 4. *c.* might enable one to learn the average wage throughout the town, including non-Unionists; this was prevented, however, partly through the question following on one about boys, partly because Union secretaries had no definite information upon the subject, and partly because the question is of a somewhat controversial character.

1. *b.* gives the hours, and 1. *c.* enables us to judge of the amount of piece-work; 2. raises the question of the character and quality of the work; 5. considers how far good feeling prevails, and whether the present rates of wages and hours are of a temporary character. The state of trade in the town, both at the time of inquiry (the spring of 1897) and during the previous years, with an estimate of its increase or decrease, is considered in 6.; while 10. attempts to estimate the trade migration both into and out of the town. 12. solicits general information; 7. 8. and 9. bear on the constancy of employment and amount of overtime; while 4. *b.* and 11. bring out small matters—applying more especially to certain of the trades—sometimes rising into importance, but generally regarded as minor privileges (too many boys and apprentices are regarded as a grievance), which we may almost regard as creating an intermediate position between two rates of wage $\frac{1}{2}$ d. apart (somewhat in the same way that a bisc in tennis forms an intermediate handicap between 0 and $\frac{1}{2}$ fifteen). Thus it was sometimes told me that men seeking a rise of $\frac{1}{2}$ d. got it on condition they gave up some of these privileges.

Collection
of answers.

§ 41. The plan I adopted to obtain answers to these questions in

¹ In reference to the form of the questions, it should be recollected that they were intended more to be a reminder to myself than as a direct question to be put to the secretaries. This explains the fact that they are often indefinitely expressed. Moreover, a great deal of the information I sought to obtain was of an indefinite character. In these cases I have tried to give the actual words of the Trade Unionists, and though they do not admit of great accuracy of interpretation, they are able to present a general picture to the mind.

each town was to call upon the various Trade Union secretaries,¹ whose names and addresses I had previously obtained, some through the general report of the Societies or neighbouring secretaries, and the remainder from some local authority such as the secretary of the Trades Council.

The only times when they were likely to be found at liberty (except in the case of those who were superannuated workmen or district delegates) was during the dinner hour, and in the evening when work was over. Everywhere I met with great kindness, the secretaries in almost every instance readily affording me all the information required, and often presenting me with copies of their working rules.

My usual plan was to take a form with me and fill in roughly the answers they gave, at the time; and then when I got home, to make clear any of those rough answers which would not be intelligible to any but myself. In certain cases, however, I was unable to make notes at the time; in these cases I filled in the answers as I recollected them, at the earliest opportunity; and as this was usually immediately after the interview, and I have abstained from putting down remarks when I was doubtful, I think these may be taken as almost equally accurate.

§ 42. I have transcribed almost literally the results obtained, on to the thirteen trade sheets (pp. 56-81). When I did not make notes during the interview I have placed an asterisk against the name of the town in the sheet; and where I obtained the information through the post, or not from the secretary, I have noted the fact. And their tabulation.

As to the answers, one or two explanations are required. In the answer to the question on overtime, "At what remuneration is it paid?" will frequently be found numbers, thus, " $1\frac{1}{4}$," &c. This should be read "one and a quarter multiplied by the ordinary time rate"; so "1" means "at the same rate as ordinary time"; "2" "double time," &c. Sometimes more than one number is given with a comma between, thus, " $1\frac{1}{4}, 1\frac{1}{2}$ " means "time and a quarter for the first two hours, and time and a half afterwards." When a third figure is added, generally a "2," it means "double time Sundays and holidays" (Sunday usually includes from two o'clock Saturday till start on Monday). In other cases the particulars are stated.

In the answers to the question about boys and apprentices, fractions will often be found; *e.g.* " $\frac{1}{3}$," such an answer would mean one apprentice (or boy) to three men.

In answer to I. *d.* will often be found several numbers with "+" in

¹ At Bristol I obtained the information in all the building trades (except plumbers) from the secretary of the Trades Council, who is himself a carpenter.

between. This refers to different Societies, or to different branches of the same Society, all of which are to be taken together. It must not be always taken to follow, however, that where only one number is given all the men are in one branch. Finally, in the numbers out of work, fractions such as $\frac{20}{240}$ will be seen; this would mean that out of the 240 men with whom the secretary is concerned, 20 would be out of work.

Character of
the informa-
tion dis-
played.

§ 43. The information shown in the sheets is of a somewhat extensive character, and will, I hope, be capable of being turned to account for other inquiries than those with which I am at present concerned. In particular, it should prove useful to any one making comparisons between different trades. This work lies outside the scope of my essay; but I may mention that on such a question as that of the comparative constancy of employment between trade and trade there is considerable evidence given, and the differences so shown are much greater than those between different towns for the same trade. Thus, for instance, we find the printing trades far more regular than the building trades, the most irregular branch of which is the painters. Again, information will be found upon the question of the rise of wages and the shortening of hours during the last few years; and further, cases will be mentioned where the wages of Trade Unionists have been allowed to fall below the so-called minimum rate. Lastly, there will be found many items of individual interest such as the relation of Trade Unions to non-Society men and the existence in some places of courts of arbitration.

CHAPTER II

CLASSIFICATIONS OF TRADE RESULTS

§ 44. THE problem of applying the collected statistics to the question at issue is one of considerable difficulty. I have made a rather hazardous attempt at enabling all the trade information gathered, to be set side by side for what it is worth in graphic form, in order that some idea may be obtained of what possible causes may have been at work. This I have done by making for each trade-sheet a corresponding diagram or "graphic scheme" by means of which the word-results of the sheet are transformed into graphic enumeration.

An attempt at graphic representation.

It must not be thought that I suppose myself able accurately to turn the indefinite answers given in the sheets into definite results. My object has been to enable the eye to see at a glance in what matters variations are shown between different towns, and whenever they occur reference must be made again to the written answers for more accurate information.

If it had been possible to make an exhaustive study of a large number of towns, by comparing the results gathered, we might have been able to show that such and such things tended to affect wages in one way, and such and such things had practically no effect. But for the limited number of towns which I have been able to visit, it is quite out of the question to attempt to say definitely which of the number of possible causes has had any effect in determining the wage. Nevertheless we may often come to probable conclusions upon the subject; and possibly at some future time the method here indicated may be employed over a larger field, and give more certain conclusions.

§ 45. The wages and hours revealed in the sheets are in the main the same as those depicted in Map III., so that it is unnecessary to repeat in another map the results there given. However, as I shall make use of several "means" in the work that follows, I proceed to tabulate these at once. Instead of taking lithographers, whose minimum rate is shown by the remarks of the general secretary to be far from representative of the average, I have included boiler-makers, first computing the average boiler-

Calculation of means.

maker's wages from the four branches of the trade. I first calculated the mean of the trades in the building industry, and similarly the mean for the printing industry, and the mean for the iron industry; the mean of these three I have called the Mean of Industries. From the eleven individual trades I have also calculated directly another mean, and called this the Mean of Trades.

	BUILDING. HOURLY MEAN.	MEAN OF INDUSTRIES. HOURLY.	MEAN OF TRADES. HOURLY.	WEEKLY.
Bristol	7.9	7.2	7.5	34s.
Hereford	6.7	—	—	
Birmingham	8.8	8.0	8.3	37s.
Derby	8.5	7.4	7.8	35s. 6d.
Sheffield	8.4	8.0	8.2	35s. 6d.
Leeds	8.3	7.7	8.0	35s.
Bradford	8.1	7.7	7.8	33s. 6d.
Rochdale	8.6	8.1	8.3	35s. 6d.
Manchester	9.0	8.6	8.7	37s.

Comparison
between
wages and
the other
statistics.

§ 46. In attempting to compare the variations in wages in a particular trade with the information obtained, it might seem natural, at first sight, to set side by side with the wage curves a classification of both town and trade facts (see § 36), and to try, if possible, to build up out of these two a curve which should approximate to that showing the wages in the trade under consideration. It is evident, however, that by such a method the town facts would be repeated in each of the trade graphs, and accordingly it would be better to do the work in two stages, first to build up once and for all the town facts into a curve, and then, subtracting this from the wages curve for each trade, to compare the results so found with the particular trade facts.

The plan which has been adopted is similar to this; but a modification has been introduced, because it is only in theory that we are able to build up out of the town facts a truly representative curve. What has been done for the purpose of considering any particular trade, is to make use of the curve giving the mean wage of all the trades, as though it were the curve described above as built up of the town facts; and then subsequently this mean-wage curve has been set against the real town facts, in order that it may be seen how far a correspondence is to be traced.

The principle underlying this representation is that the mean-wage curve is supposed to be free from trade peculiarities, and to show variations which are to be accounted for by town facts. On the other hand, in the trade graphs, the effect of subtracting the mean wage from the trade wage

is supposed to be to obliterate irregularities due to town facts, and leave a curve whose variations are to be accounted for by a consideration of trade matters alone.

It should be remembered, however, that the average of eleven trades is not really sufficiently general to be absolutely free from singularities due to the peculiarities of particular trades, and, moreover, that there may be certain trade facts (such as the falling off of trade throughout the town) which are common to all; in strictness, therefore, in making a trade graph, what should be done in showing trade peculiarities is to show the difference between the state of things for the particular trade and that for the average of the eleven trades. This has not been put into practice; but wherever the distinction seems to be of importance, attention has been directed to the matter.

In considering the building industry a further stage has been introduced, by first comparing the wages in a particular branch with the average for the industry, and then this average with the general mean for the town.

§ 47. The graphic schemes for the building trades, of which that for bricklayers is shown facing p. 31, are constructed as follows:— The graphic schemes.

At the bottom are shown the wages and hours in the trade, and above these appears a curve showing the result of subtracting the building average from the trade wages. This will be called the difference curve.

The next three curves are obtained from the trade information, and are to be regarded somewhat in the light of correctives to be applied to the difference curve which we have just obtained.

Thus in the first is measured the extent to which average wages in the trade in the town differ from the tabulated minimum.

In the next curve is considered the question whether an advance has recently taken place or is expected. The larger and the more recent the advance in the past, the deeper is the depression shown; the greater the expected advance in the future, the higher the elevation. The object of this is to tend to obliterate the importance of the moment of time chosen for inquiry; and it may be perhaps best explained by taking a particular case. In bricklayers, in the difference curve will be seen a hollow at Rochdale. This is merely a temporary matter, for in 1896 a rise took place both in Leeds and in Manchester, and one was expected¹ in Rochdale for 1897; so that had the investigation been conducted in 1896 or in 1898 the Rochdale depression would not have occurred. The temporary character curve is constructed to show this necessary correction at a glance.

¹ I have since learnt that this actually took place.

The third correction curve exhibits the payment of travelling expenses, &c. ; these are to be reckoned as an indirect addition to wages.

The constancy of employment tells both ways, because while on the one hand it tends to make the artisan earning a certain weekly wage better off, it also may very likely lead to his being able to demand an increase from his employer owing to the implied satisfactory condition of trade.

Next is shown the quantity of overtime worked, which I have attempted to estimate (see § 44), from such remarks as "a very little," "not much," "a great deal," &c. &c.

Above is raised the question of the character of the work done. Such results are really qualitative rather than quantitative ; but we can express the difference by putting a dot for one kind on one line, and that for another upon another.

Next in order is the curve exhibiting the strength of the Union, the proportion of non-Society men to Society men being given by the relative distances of the dot from the top and bottom lines.

The growth of the trade in the town is shown above, and at the top of the scheme is considered the question of migration.

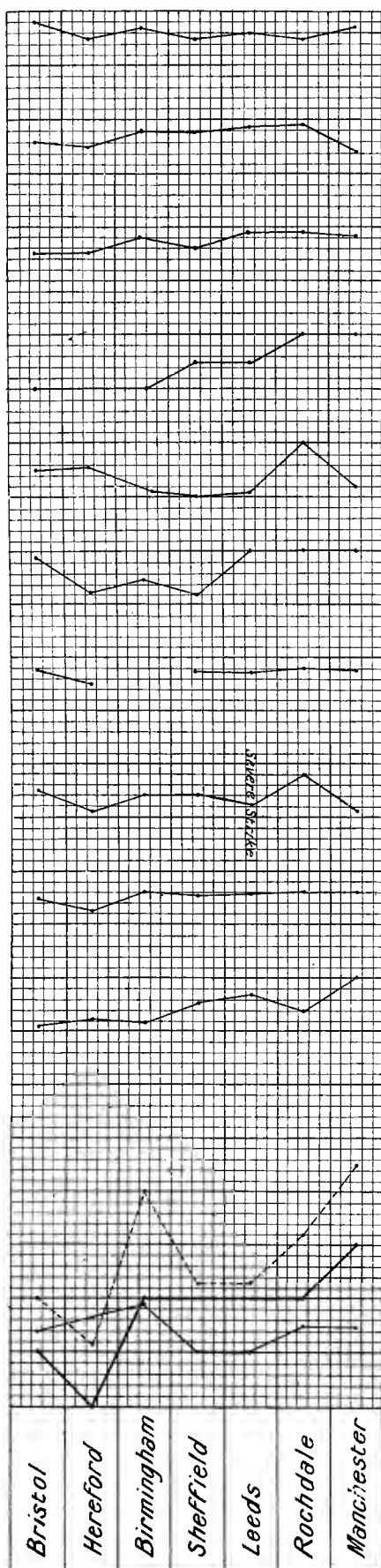
Strength of
a Trade
Union.

§ 48. The question of the effect of the strength of the Union upon the level of the wages is extremely important, and it has been much discussed ; unfortunately the cases in which it rises into prominence in my work will be seen to be very few, so that very little light is thrown upon the matter. The following fact with regard to the cause of the numerical strength or weakness should, however, be noticed as depicted in the trade-sheets. Although numerical weakness may arise from poor organisation, it may also arise because the Union fixes a high rate of competency as necessary before a man can become a member of the Society ; in this case numerical weakness may be the natural accompaniment of a high minimum wage. Both these points are illustrated by the case of Bristol, the first by the plumbers, the second by the other building trades.

Migration.

Migration refers to the net migration of artisans of the particular trade ; it does not necessarily go with the growth of trade in the town, because it will depend largely upon the amount of apprenticeship going on within the town. The presumption will be that immigration will be the accompaniment of high wages, but will serve to pull them down.

BRICKLAYERS



Into the town
None
Out of the town

Migration

Growing fast
" slowly
Falling off

Growth of the trade in the town

All society
 $\frac{1}{2}$ and $\frac{1}{2}$
All non-society

Strength of the Union

Both in front & overhand
Occasionally overhand
Only in front.

Character of the work done

Much
Moderate
None

Quantity of Overtime

Very regular
Moderate
Large numbers out, at times

Constancy of employment

Excellent
Moderate
None

Travelling expenses & other advantages
including high rates for overtime when
much worked

Expecting an increase
Steady
Have recently had increase

Temporary character of wage.

Above the Union minimum
Equal to " "
Below " "

Average wages (of Union men)

+1d

0

-1d

Hourly wage less that of the Building mean

40/- 10d

60 36/- 9d

55 32/- 8d

50 32/- 8d

45 7d

Wages hourly — and weekly —

& hours — worked per week, in summer.

Bristol
Hereford
Birmingham
Sheffield
Leeds
Rochdale
Manchester

§ 49. I now proceed to the trades in detail: firstly, the bricklayers. Bricklayers.
(Graphic scheme facing the present page. Sheet of Information, p. 56.)

The prominent difference which I found to exist in different towns, lies in the method of doing work. Some men are only able to work "in front," while others can do "overhand" work as well.¹ I did not learn this point until I had visited several of the towns, but by subsequent inquiry I have filled in the missing information.

There is also a difference in quality of the work between that done in manufacturing places and that done in residential districts, and also between that in an outside and that in an inside wall in the same building. With regard to the latter, the man doing inside work generally makes up in quantity what he fails to do in quality, and the rate of pay is the same for each; and a consideration of the former does not enter into our work, because the towns we are discussing all belong to the manufacturing class.

Considerable variations are also shown in the matters of overtime and constancy of employment.

In Bradford there are practically no bricklayers, because nearly all the houses are built of stone; therefore Bradford does not appear here.

In Leeds, last year, there was a severe strike, resulting in an advance of wages.

Turning to the correction curves, it will be seen that the small incidental advantages are about the same in the different towns, and that the minimum rate truly represents the average wage for *ordinary* work. The temporary-character curve shows some fluctuations, and this tends largely to correct the wage difference (see § 47), reducing it to a form which corresponds pretty closely to the curve indicating character of work.

It will be remembered that the high wages of bricklayers in the North generally, were mentioned incidentally (§ 12) as results obtained from Map I.; and I had already noticed the phenomenon before I learnt from the Rochdale secretary that the difference in character of work existed.

Among other matters to be found in the Sheet of Information should be especially noticed the general condition of Hereford, and in particular the remark that wages there are often below the Trade Union minimum; also the statement in Manchester that Jerry builders always pay an extra halfpenny.

¹ "In front" work is done by a man standing upon a scaffolding outside the building and laying the bricks in front of him; while "overhand" work is done by a man building a chimney and working from the inside, so that cumbrous scaffolding is avoided.

Stone-
masons.

§ 50. I next take the stonemasons; we find here very slight differences between the results shown for different towns. (Scheme opposite. Sheet of Information, p. 58.)

The class of work is much the same throughout, and the only peculiarity, if it may be so called, is the fact that Bradford is built almost entirely of stone; hence the absence of bricklayers from that town.

Short time is never worked; and the Trade Union does not pay "out-of-work benefit," but does pay "travelling benefit." Thus we find a great deal of shifting about, and the constancy of employment is nearly the same in all towns. In most places the amount of trade depends largely upon public buildings. When these are being erected, masons flock into the town, some men reserving themselves for this kind of work. The buildings completed, the men disperse as quickly as they collected.

We notice only three curves which show any considerable fluctuations—(1) the growth of the trade in the town, (2) the strength of the Union, and (3) the amount of travelling expenses paid by employers.

Neither of the first two seem to have any connection with the wage level; and this is perhaps only what we should have expected from the state of things described above.

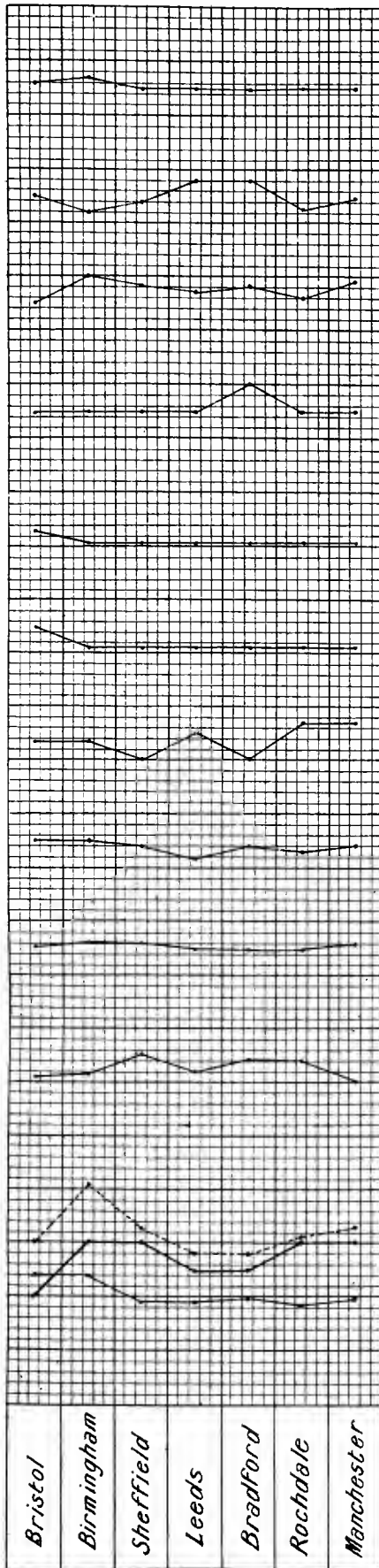
But the third does seem generally to go in opposite directions to the difference curve, and thus to be a suitable correction to it, in accordance with the idea that these small advantages may almost be considered as the equivalents of an increase in wage of a fraction of a penny.

In the Sheet of Information it will be found that "fixers" generally obtain something in excess of the Trade Union minimum wage; this I believe to be almost universal, though it is not always mentioned by the secretaries.

In Birmingham it should be noticed that there is a Board of Conciliation; and the remark of the secretary at Sheffield is especially interesting:—"Employers stick to the Union rules and prevent new employers from taking men at lower rates."

Among other matters described in the Sheet is also the introduction in Birmingham of work in terra-cotta.

STONE MASONS



Into the town
None
Out of the town

} Migration

Growing fast
" slowly
Falling off

} Growth of the trade in the town.

All society
 $\frac{1}{2}$ and $\frac{1}{2}$
All non-society

} Strength of the Union

The whole town of stone
Ordinary

} Peculiarity

Much
Moderate
None

} Quantity of Overtime

Very regular
Moderate
Large numbers out, at times

} Constancy of employment

Excellent
Moderate
None

} Travelling expences & other advantages

Expecting an advance
Steady
Have recently had an advance

} Temporary character of wage

Above the U. min.
Equal to " "
Below " "

} Average wage (Union men)

+1
0

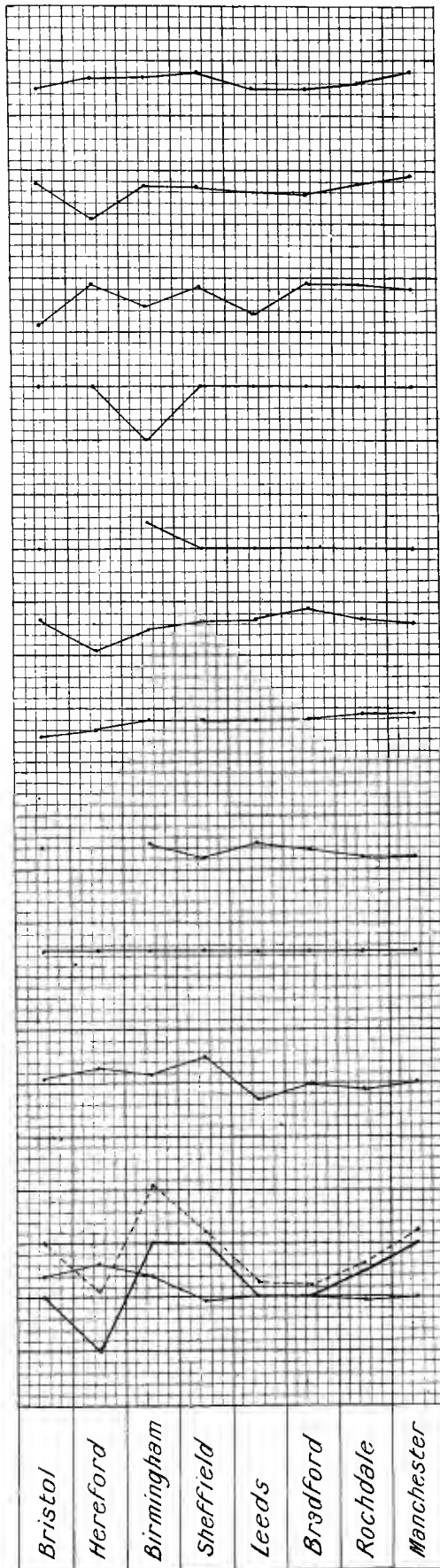
} Hourly wage less than of the Building mean

40/-
60 36/- 9
55
50 32/- 8
45
7

} Wages hourly _____ and weekly _____
and hours _____ worked per week in summer.

Bristol
Birmingham
Sheffield
Leeds
Bradford
Rochdale
Manchester

PLUMBERS.



Into the town
None
Out of the town

Migration

Growing fast
" " slightly
Falling off

Growth of the trade in the town

All society
1/2 and 1/2
All non-society

Strength of the Union

Plumbing, gas fitting, etc.

Only plumbing

Character of the work done

Much
Moderate
None

Quantity of Overtime

Very regular
Moderate
Large numbers out at times

Constancy of employment

Excellent
Moderate
None

Travelling and other advantages,
including high rates for overtime when
much worked

Expecting an increase
Steady
Have just had an increase

Temporary character of wage

Above the Union min.
Equal to " "
Below " "

Average wages of Union men

+1d

0

-1d
4d/-

40/- 10d

hours

60 36/- 9d

55

50 32/- 8d

45

7d

Hourly wage less that of the building mean

Wages hourly _____ and weekly _____
& hours _____ worked per week in summer

§ 51. The plumbers' graphic scheme is shown opposite, and the Sheet Plumbers. of Information on page 60.

We find from the remarks of the secretaries that under plumbing is usually included gasfitting and glazing, and that the only exception to this general proposition among the towns we are considering is Birmingham. It will be noticed that my informant at Bradford, who originally mentioned the matter to me, was of opinion that only plumbing work in the more limited sense was done throughout Lancashire by the plumbers. A closer inspection has shown that this is not so, but is only the case in Liverpool; and I have reasons for believing that it is so also in London. It does not appear, however, from the results shown for Birmingham in the scheme, or for London and Liverpool in Map III., that this tends to draw down the wages of plumbers in these places; though my Bradford informant gave me to understand that when he went into Lancashire (presumably Liverpool) he obtained a higher wage than the plumbers there, because he could do gasfitting and glazing as well.

There is not much else of interest in the variations between the towns described in the sheet; but differences between the work done for master plumbers and for master builders will be found illustrated in the answers to Question 7 for Bristol, and Question 12 for Birmingham. And the remark of the secretary for Bristol, that the ranks of non-Society men are recruited from the technical training-school is typical of a difficulty between Trade Unions and these institutions which is growing throughout the country.

Turning to the scheme, we notice in the difference curve, firstly, a peak at Sheffield and a hollow at Leeds, and secondly, a general reduction as we pass from the South and Midlands into the North. Against the latter we may perhaps set off the increase shown in "travelling and other advantages," and we may compare with the former the curve showing the strength of the Union; but even when this has been done, and some allowance made for its temporary character, the great drop from Sheffield to Leeds remains something of an anomaly.

Trade is very bad among the plumbers in Hereford, even worse than in the other branches of the building industry; but this tells upon the workman by making his work irregular, and not by reducing the plumber's hourly wage below the level of that in the other building trades in the town.

Carpenters. § 52. We now take the carpenters' statistics. (Sheet of Information on page 62.)

With regard to the character of the work done, we find that in some places, shop fittings, &c., are made and sent out of the town, and in Derby it is especially mentioned that they are imported. The curve which exhibits this peculiarity will be found to show considerable similarity to the difference curve. In addition to this, the Sheffield secretary calls attention to the fact that in some towns the work is sub-divided into two branches, but states that this is not the case in Sheffield.

There is considerable difference in the constancy of employment in different places; and it should be noticed that the curve by which constancy of employment is shown bears a certain amount of resemblance to that indicating growth of the trade in the town; this correspondence is probably not accidental. In Derby employment is very irregular in the winter, while in Leeds short hours ($41\frac{1}{2}$ a week) have now been introduced for three months. The secretary considers this a great advantage all round; the men are kept in regular employment, and the masters are also benefited because previously they had often to pay full time for shorter hours' work where jobs did not admit of artificial light.

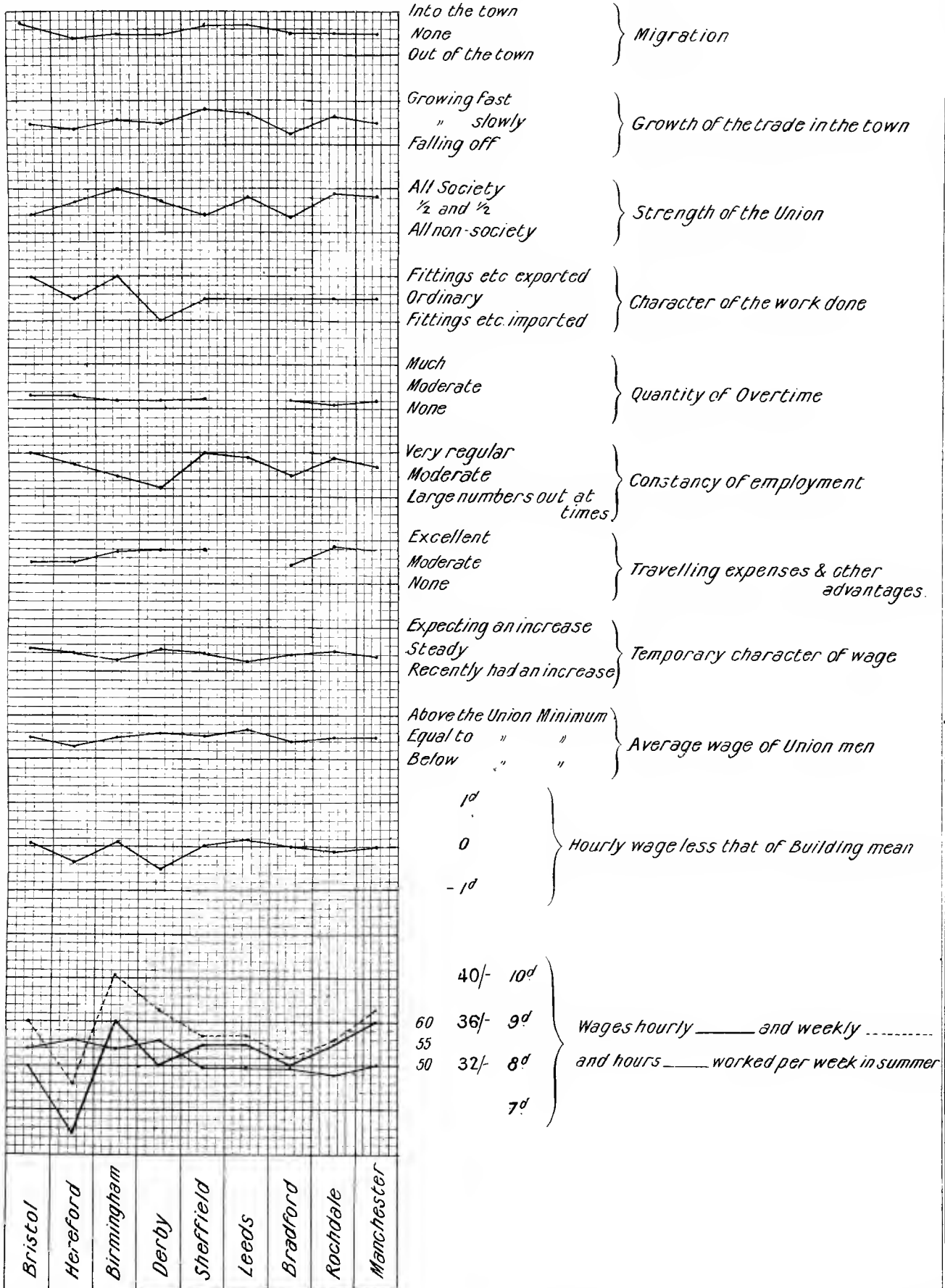
The strength of the Union in the various towns differs to a large extent, the Sheffield Society being specially weak; but there is no sign of this having any effect upon the level of wages. The remarks of the Bristol secretary (Question 12) are worthy of consideration. It appears that in the building trades in that town the Trade Unions institute a rigorous examination before allowing a man to join the Union; in this way while the numerical strength remains low, the individual efficiency of the members is retained at a high level.

The Carpenters' Union seems somewhat less particular than others in the matter of allowing men to take less than the minimum rate of wages. In Hereford, it is even hinted that some men are really earning only a fraction of the specified rate.

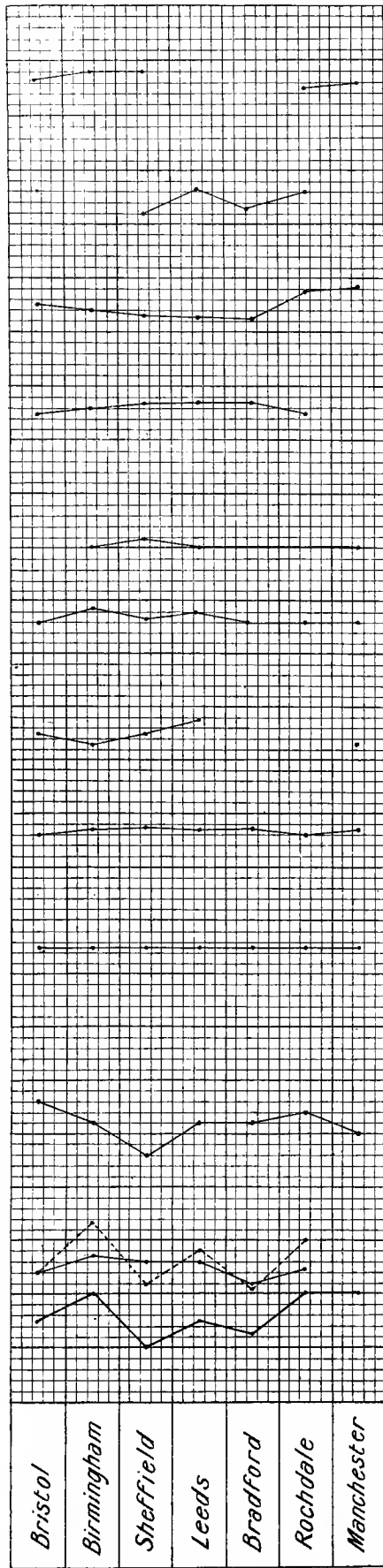
We should notice the statement by the Leeds secretary, that men coming from the country receive a better education in the trade than town-bred men, because they work in shops where fewer men are employed. (*Cf.* p. 65, Birmingham, Question 10.)

Other matters of interest will be found in the answers:—Sheffield, Question 2; Leeds, Questions 4 and 9; Manchester, Questions 4, 10, and 12; Birmingham, Question 12.

CARPENTERS



PAINTERS



Into the town
None
From the town

Migration

Growing fast
" slowly
Falling off

Growth of the trade in the town

All society
 $\frac{1}{2}$ and $\frac{1}{2}$
All non society

Strength of the Union

Much
Moderate
None

Quantity of Overtime

Very regular
Moderate
Large numbers out at times

Constancy of employment

Excellent
Moderate
None

Travelling expenses & other advantages
including rates for overtime where
much worked

Expecting a rise
Steady
Just had an advance

Temporary character of wage

Above the Union minimum
Equal to " "
Below " "

Average wages (Union men)

The same

Character of work.

0

-1^d

Hourly wage less than for the building mean.

40/-

60 36/- 9^d

55 32/- 8^d

50 32/- 8^d

7^d

Wages hourly _____ and weekly _____
and hours _____ worked per week in summer

Bristol

Birmingham

Sheffield

Leeds

Bradford

Rochdale

Manchester

§ 53. The information given about painters (p. 64) is interesting, but Painters.
does not seem to throw much light upon the variations in wage. The most prominent feature is the hollow at Sheffield. Perhaps this may be due to the shrinkage of trade there. Sheffield shares with Leeds and Bradford marked weakness in Union numbers; and the almost unique answer to Question 5 is given, "Employers do not like Trade Unionists."

The graphic scheme, arranged in a slightly different order, shows the uniformity which seems to exist in other matters.

The results for painters differ considerably from those for the other building trades, the lowness of the wage and the seasonal nature of the work being the most prominent. Thus the Bradford secretary says:—"The ordinary hours worked in the winter months, *when there is anything to do*, are seven hours a day." And the secretary in Leeds notes that in the summer the ranks of the painters in the town are swollen to four or five times the numbers of the Union by the influx of a great many non-Society men.

Painting first-class houses is much the best kind of work, but it is not generally paid for at a higher rate; and though the general character may be much the same in different towns, yet there is no doubt that painters differ considerably among themselves in skill; and as remarked by one of the secretaries, a great many men call themselves painters who are little more than labourers. I venture to suppose that this circumstance may account for the fact that in the employers' returns the painters' wage in Plymouth is shown very little above that of the labourer.¹ It is necessary in dealing with the painters to recollect that some little time ago they were, in a measure, a highly skilled trade; and some of the anomalies of to-day may be due to the fact that the present is a transition state. In reference to this it is interesting to note the details which are given by the Leeds secretary in reference to the history of painters in that town (Question 12).

Other points of interest will be found discussed in the statement of the Birmingham secretary on the subject of apprentices (Question 10); and in the answers to the Questions 3 and 4, wherein it will be noticed that the towns in Yorkshire differ considerably from those in Lancashire.

¹ Plymouth wages, however, it must be remembered, are much influenced by the fact that there are a large number of men receiving half-pay from the Government who are ready to take on jobs at very low rates.

Plasterers. § 54. Coming to the case of plasterers (p. 66), in "character of the work" a question is raised about cement flooring: so far as I was able to understand, this seemed to be not so much whether the plasterers were able to do cement flooring as well as their ordinary work, but whether they insisted upon doing the whole of it and not allowing it to be done by others. Thus we are told by the Leeds secretary that in that town plasterers do not prohibit others from doing cement flooring. But a few years ago a Leeds contractor took a job in Birmingham, and sent two men to do cement flooring who were not plasterers, and the Birmingham plasterers objected to them on that score, whereas in Leeds they had met with no opposition. In other respects, according to the Manchester secretary, the differences in the plasterers' work throughout the country are of small importance.

It will be seen that throughout the plastering trade lack of employment in the winter is not severe. Overtime is worked little, except at Rochdale. Here it is worked to some extent, and the rates for it are low; this I have reckoned as an incidental disadvantage, and in consequence have shown a depression at Rochdale in "travelling and other advantages."

The difference curve shows considerable uniformity, and so also do those for most of the statistics.

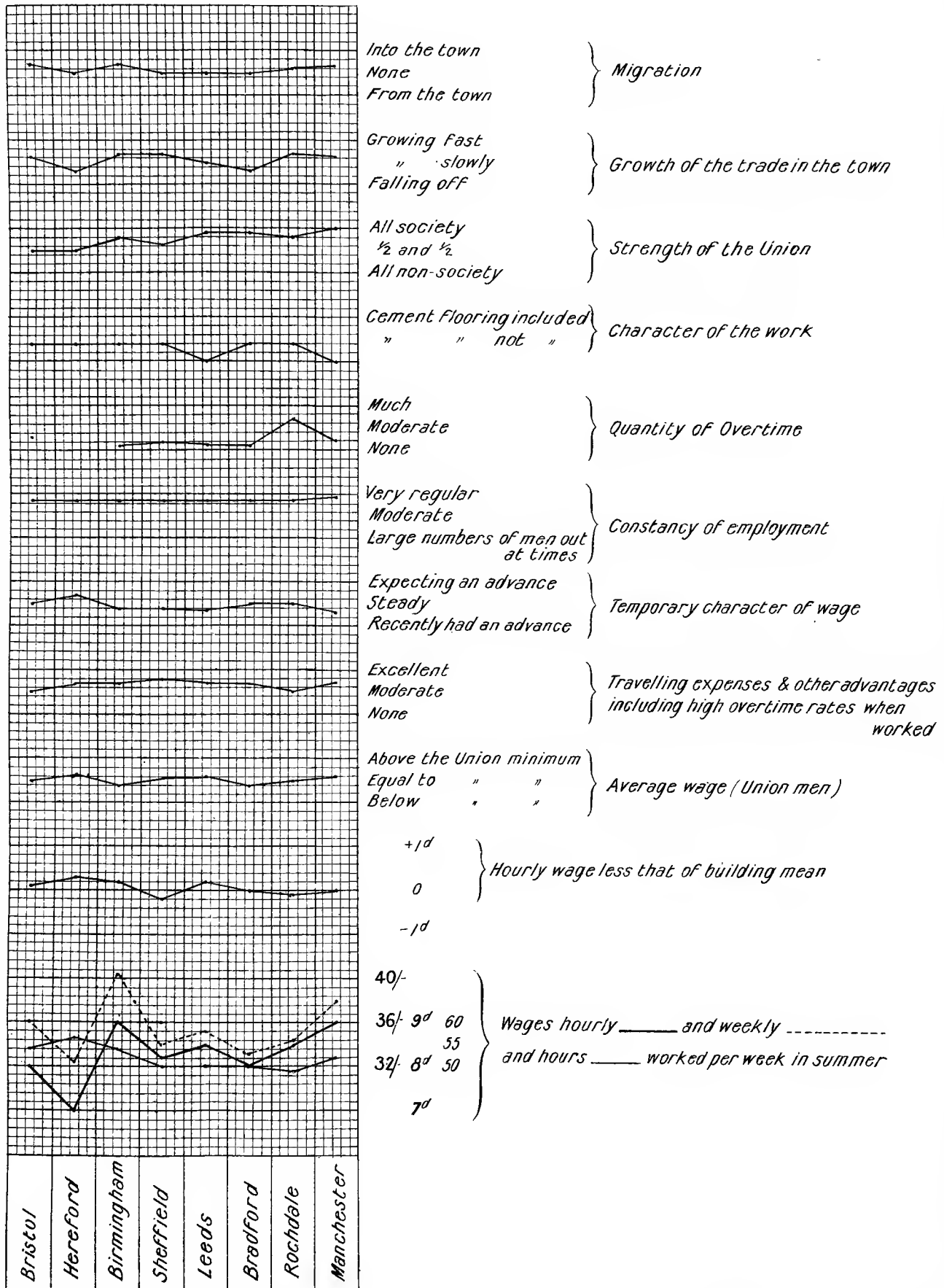
The slight depression visible at Sheffield, together with the similar one for painters, are the counterpart of the high level in the town for stonemasons and plumbers.

Plastering at Hereford has shared with the other sections of the building industry in that town the shrinkage in trade; but according to the secretary there are now so few plasterers there, that different shops are ready to pay $\frac{1}{2}$ d. extra to get them, and he thinks that if the Union makes a demand for a permanent increase in the minimum rate to this amount they will be successful.

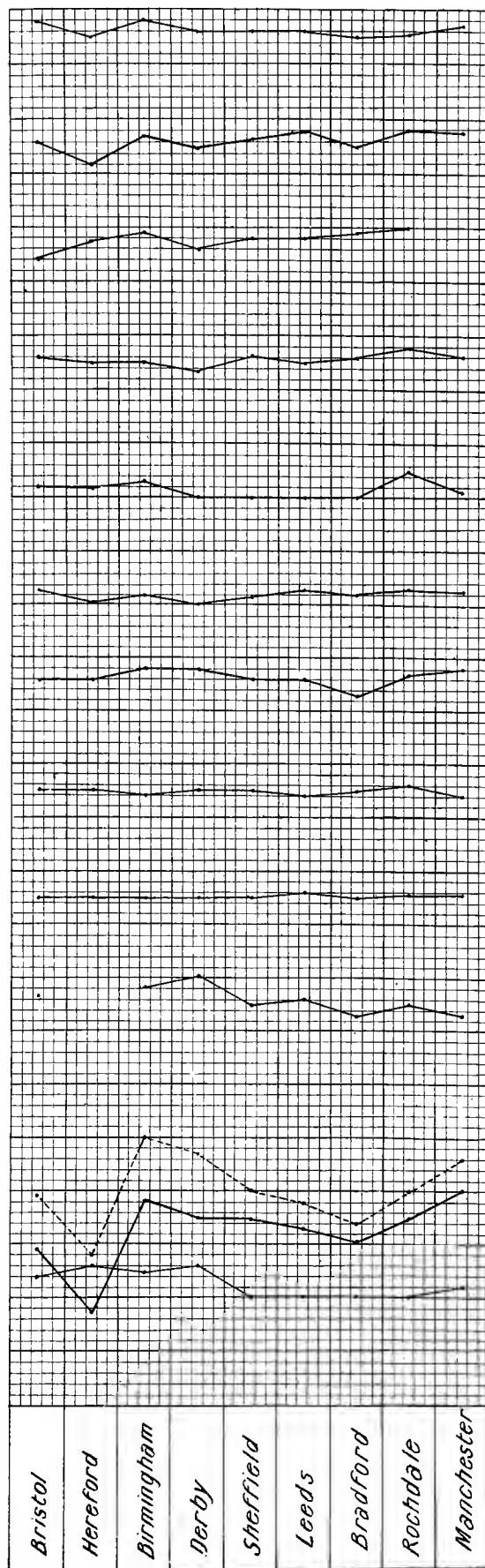
In Leeds seventeen years ago plasterers' wages were 9d.; this lasted for twelve months while trade was very good. They then fell to 8d., and the present wages, $8\frac{1}{2}$ d., were granted when trade revived two years ago.

Boards of Conciliation exist among the plasterers at Rochdale as well as among the painters in that town.

PLASTERERS.



BUILDING TRADES AS A WHOLE



Into the town
None
Out of the town

Migration

Growing fast
" slowly
Falling off

Growth of trade in town

All society
 $\frac{1}{2}$ and $\frac{1}{2}$
All non society

Strength of Union

Good work, all done, exports
Ordinary
Poor work, little done, imports

Character of the work

Much
Moderate
None

Quantity of overtime

Very regular
Moderate
Large number of men out at times

Constancy of employment

Excellent
Moderate
None

Travelling expenses & other advantages including high overtime rates when much worked.

Expecting an advance
Steady
Recently had an advance

Temporary character of wage

Above the Union minimum
Equal to " "
Below " "

Average wage (Union men)

+1

0

-1

Building mean less mean of Industries

40/-

36/-

32/-

60

55

50

9d

8d

7d

Average building wages hourly
& weekly-----& hours worked per week in
summer

§ 55. Coming now to the building trades as a whole, I have summarised under the same headings the general results, and have shown, in addition to the building mean wages and hours, a difference curve formed by subtracting the Mean of Industries from the building mean.

Building trades as a whole.

The prominent statistical variations are the migration into Bristol and Birmingham, the small amount of trade at Hereford, and the falling off at Bradford; the excessive overtime in Rochdale, and the differences in the matter of certain minor advantages and privileges. There is also the small proportion of the numbers in the Union at Bristol; but this fact, as will be seen by the general remarks given in the sheets, is not to be taken as a sign of weakness (except in plumbers), but rather of strength.

In the difference curve we notice a peak in Derby, a high level in Birmingham, a depression in Bradford, and a gradual falling off as we go from left to right in the scheme. This would be accentuated if we considered weekly instead of hourly wages.

In attempting to compare the fluctuations in the difference curve with the variations in statistical information, it is essential to bear in mind the caution given in § 46. If the difference curve exhibits a peak or hollow, it is just as likely to be due to peculiarities of the iron or printing trades which have affected the level of the industrial mean, as it is to peculiarities in the building industry.

Thus the peak at Derby is the counterpart of the low level of wages in the iron trades there, which is to be accounted for (see p. 43, and the Sheets of Information) by the fact that Derby is principally a railway centre. So also the general fall as we pass into Yorkshire and Lancashire is due to the peculiar prosperity of the other trades in those districts.

The hollow at Bradford, which is accentuated by the absence of minor advantages, may perhaps be connected with the falling off of trade; while the case of Hereford will be considered later (p. 52).

The curves for average wage and constancy of employment, though not showing any great variations from town to town, are interesting as illustrating the difference between the building industry and those with which we shall subsequently deal. It will be noticed that for the building trades the average wage is very nearly the same as the Trade Union minimum, and employment is of a distinctly seasonal nature.

Printing
trades.

§ 56. In the printing trades, schemes on a slightly different arrangement have been adopted ; in the first place, weekly wages have been made the basis of comparison. It may be with reason contended that we are thus not dealing with returns to equal effort, yet in view of the fact that they are always reckoned in this way, I am inclined to think that this is the more correct method to adopt.

In the difference curves the weekly wages for the Mean of Trades have been subtracted from the trade wage, and as the hours in Yorkshire and Lancashire worked in the building trades are comparatively short (and in consequence the *weekly* wages in those trades somewhat lower in proportion), the wages in the South in the difference curve are shown rather at a disadvantage.

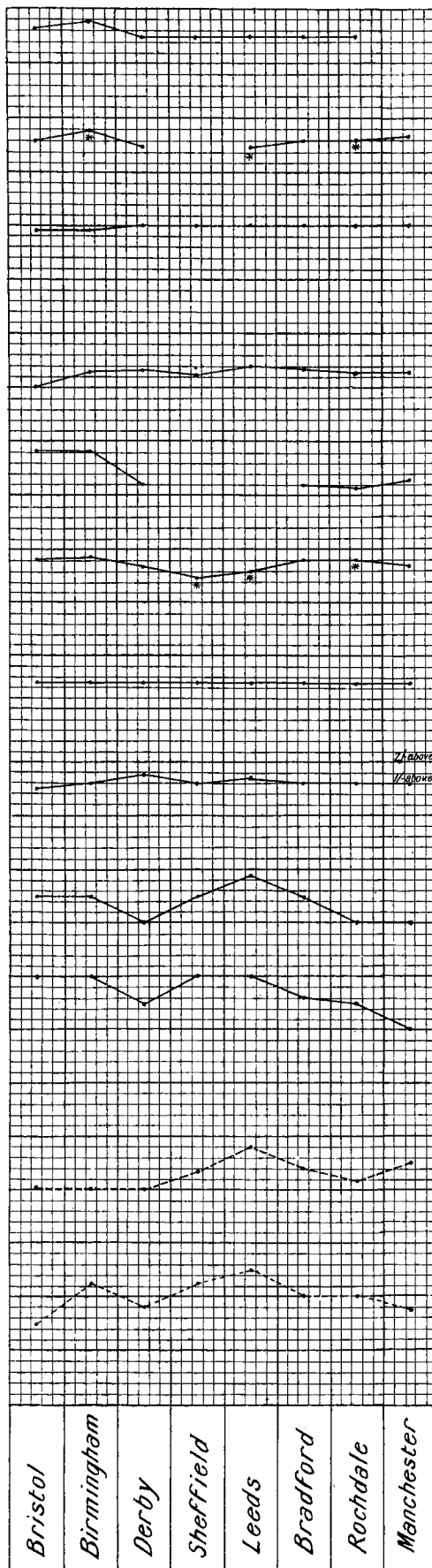
Amount and rates are shown for overtime ; and the curve indicating the temporary character of the hours is set in juxtaposition to that showing the actual number of hours worked in the trade. And it should be particularly noticed that whereas for "wage" the "temporary character curve" is a corrective, for "hours" we trace a connection when they go together, because *fewer* hours but *higher* wages are the results which are sought to be gained.

The facts which I have brought to light in the printing trades are perhaps the most interesting in the whole of my investigation ; and it will be observed that in attempting to account for variations in wages, new matters which were not noticed in the building industry rise into importance. Prominent among these is the difference between average wages and the Trade Union minimum ; this item is so considerable among the lithographers and bookbinders that the minimum rate cannot be regarded in any sense as representative of average wages in these trades.

It will be found, moreover, that in the printing industry there is very much less migration from town to town or from shop to shop ; and it is quite usual for a man to spend the greater part of his life working for one firm.

Finally, I may mention that the competition of female labour is felt among the bookbinders.

TYPOGRAPHERS



Into the town
None
Out of the town

Migration

Growing fast
" slowly
Falling off machines*

Growth of the trade

All society
 $\frac{1}{2}$ and $\frac{1}{2}$
All non-society

Strength of the Union

High
Medium
Low

Rates paid

Overtime

Much
Moderate
None

Quantity worked

Very regular
Moderate
A good many out at times

Constancy of employment

Expecting an increase
Steady
Have recently had "

Temporary character of wage

Above the Union level
Equal to " "
Below " "

Average wage Union men
depending on character of work done

Expecting a reduction
Steady
Recently had a reduction

Temporary
character

Hours worked per week

54
52
50

Number

+4/-

0

+4/-

Weekly wage less that of mean of trades.

36/-

32/-

28/-

Weekly wages

Bristol
Birmingham
Derby
Sheffield
Leeds
Bradford
Rochdale
Manchester

§ 57. Taking the typographers' sheet (p. 68), we notice that the character of work done is mostly the same, but where a more skilled type of labour is required a somewhat higher rate is paid. Typog-
raphers.

An interesting question is the effect of the introduction of machinery and its extent in different towns. Thus we find that in Bristol the linotype has not yet put in an appearance, but in the North it is extensively used.

Turning to the graphic scheme, we see that most of the other things show considerable uniformity; but there is a great deal more overtime worked in Bristol and Birmingham than farther north, and the rates for it in Bristol are very low (only "time").

Employment is fairly regular, except where machines have thrown men out; but even where this has been the case the irregularity is not nearly so great as in the building trades. (In the graphic scheme opposite, I have placed an asterisk wherever the introduction of machinery has had an important influence in causing loss of employment.)

The weekly rates have suffered no recent alteration, but the number of hours worked are changing in several places; and the close correspondence between the "hours" curve and "temporary character of hours" curve will be noticed, indicating that the present unequal state of things is of a temporary character.

The most prominent thing in the difference-wage curve is the peak at Leeds. This does not seem to be accounted for in the given statistics; possibly the large number of men at work in the newspaper offices, or the slightly superior character of the work done in other shops—a great deal is music work—may afford an explanation, and it should also be mentioned that one of the principal employers is particularly friendly towards the Union. It will be remarked, from looking at the rate of wages shown for different kinds of work, that the rates paid for "*daily*" news are very high; the reason for this is that they represent *night* work.

It must be constantly borne in mind in treating of the wages of compositors that large numbers of them are doing piecework. The men using the linotype are in this way often able to earn a very high weekly wage which is quite out of all comparison with the timework rates. Particularly is this the case with the picked men in the important centres of journalism such as Manchester and Leeds.

Lithog-
raphers.

§ 58. The first feature we notice about the lithographers (Sheet of Information, page 70) is the dissimilarity of the wage curve to that for other trades; and when the mean trade wage has been subtracted from it we obtain a curve which is very far from being a horizontal line.

The explanation of this is to be found in the fact that the Trade Union minimum rate is not at all representative of average wages in the trade. At the bottom of the sheet for the lithographers will be found the remarks of the general secretary upon the subject; these are worthy of careful study, and it is not necessary to repeat them here.¹ In the graphic scheme opposite, I have drawn a curve to show the existing difference between average wage and Trade Union minimum. Thus corrected the wages assume a more natural appearance, but it is to be borne in mind that the corrections for "average" cannot be taken as very definite.

Further, in order to serve as a basis of comparison with the trade facts, I have placed as a curve the result of subtracting the Mean of Trades from the computed average wage of the lithographers.

In this we obtain a fairly uniform level with a peak at Birmingham. Looking up the curves we find there a high level for class of work done, and referring to the sheet we find that this is tin work, and the secretary has recorded his opinion that he considers such work peculiarly satisfactory.

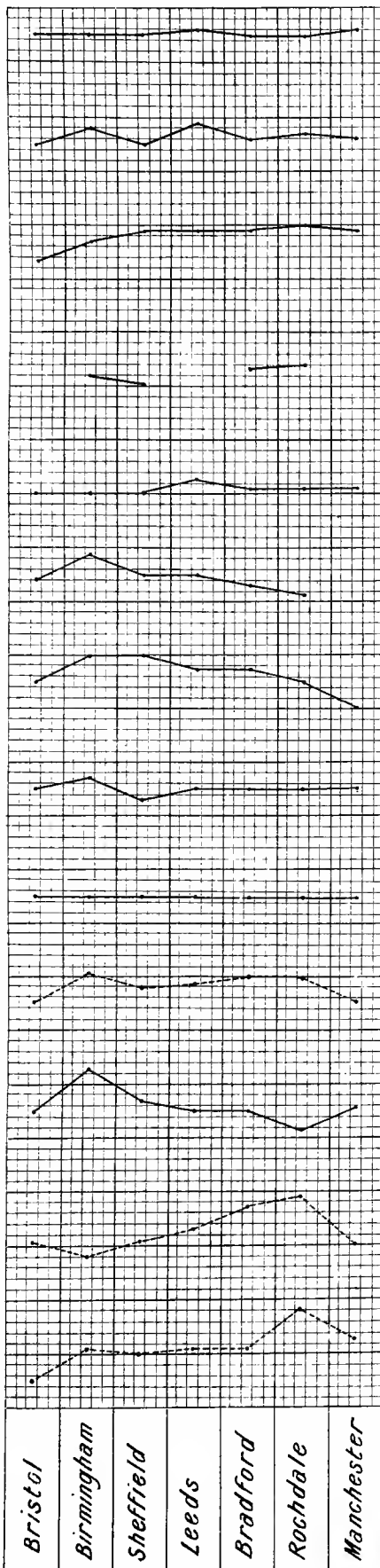
The wages in Leeds and Bradford are about the same, and thus Bradford, fully corrected, appears in the difference curve as a slight peak, because other wages in the town are rather less.

It should be noticed that in Manchester sectional work is done. Employment is in general so regular that I have not set it down in the graphic scheme, but the remarks of the general secretary with regard to this (Manchester, Question 9) should be observed.

As in the case of the typographers, the unequal state of things in the number of hours worked is shown to be largely of a temporary character; but it is curious to notice that among the lithographic printers machines have brought work *into* the trade.

¹ The results for Bradford have been tabulated in the graphic scheme according to his statement that Leeds and Bradford run about together; the remark of the branch secretary that 42s. is the average for good men probably only refers to first-class workmen.

LITHOGRAPHERS.



Into the town
None
Out of the town

Migration

Growing fast
" " slowly
Falling off

Growth of trade in the town.

All society
 $\frac{1}{2}$ and $\frac{1}{2}$
All non-society

Strength of the Union.

High
Medium
Low

Rates paid

Overtime

Much
Moderate
None

Amount done

Expecting reduction
Steady
Recent reduction

Temporary Character

Hours

54
52
50

Number worked

Very good work
Fairly " "
Ordinary "

Class of work done

Expecting increase
Steady
Recent increase

Temporary character of wage

0
4/-

Average wage less the mean minimum
for other trades.

4/- above minimum
Equal to minimum

Average wage of Union men

0
4/-

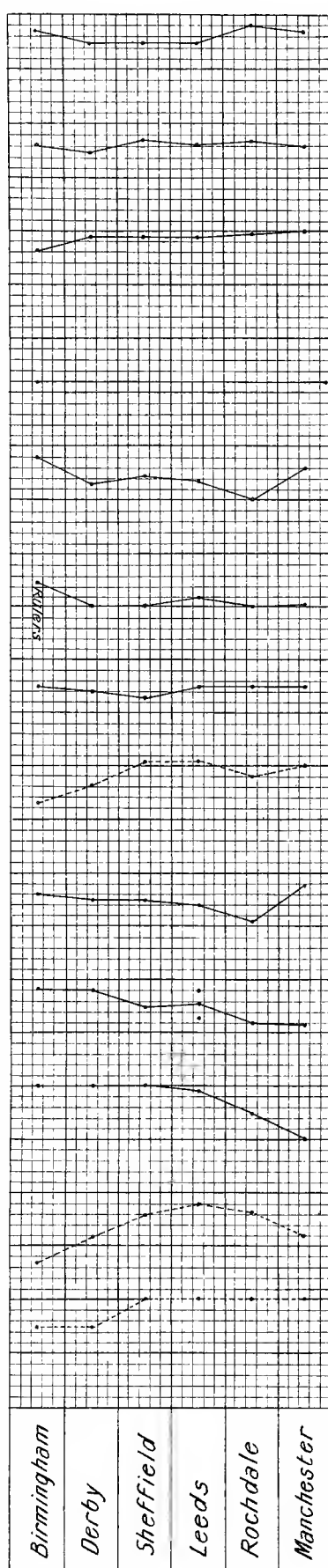
Minimum wage less mean minimum
for other trades.

36/-
32/-
28/-

Minimum wage.

Bristol
Birmingham
Sheffield
Leeds
Bradford
Rochdale
Manchester

BOOK BINDERS



Into the town
None
Out of the town

Migration

Growing fast
" slowly
Falling off

Growth of trade in town

All society
 $\frac{1}{2}$ and $\frac{1}{2}$
All non society

Strength of Union

High
Moderate
Low

Rates paid

Overtime

Much
Moderate
None

Amount worked

To some extent
None

Female labour

Expecting advance
Steady
Recently had advance

Temporary character of wage

- 2/-

- 6/-

Average weekly wage less mean of all trades

4/- above minimum
2/- " "
Equal to minimum

Average wage of Union men

Expecting reduction
Steady
Recently had reduction

Temporary character

Hours

54

52

50

Number worked

- 2/-

- 6/-

Minimum wage less mean of all trades

32/-

28/-

Minimum wage

Birmingham

Derby

Sheffield

Leeds

Rochdale

Manchester

§ 59. Coming to the returns for the bookbinders, we find that the results run much on the same lines as those for the lithographers; but the difference between minimum and average wages is less, and is more difficult to estimate, because of the various divisions of the trade—ruling, bookbinding, and finishing. Book-
binders.

A peculiarity of the trade is female labour, and as this is the only case, among the trades that I am considering, in which women enter into direct competition with men, it is worthy of some notice. It will be seen, however, from the Sheet of Information (p. 72) that the women's work is usually confined to folding and sewing, which the men regard as the legitimate province of the women; and it is only in one town out of the seven, viz., Birmingham, that it extends beyond these limits. Here we are told that the ruling work is almost exclusively done by women paid at the rate of 12s. to 15s. a week; and further, that they encroach to some extent upon the binding section of the trade.

The differing character of the work as explained by several principal secretaries is interesting, but does not throw very much light upon the changes of wages between town and town; however, the statement that the best work in the provinces is done at Manchester should be noticed.

After all allowances have been made, results seem to show a low level of wage in Birmingham; and this is explained by Trade Union secretaries, first, by the amount of female labour there in the "ruling" branch, and secondly, by the weakness of the Union.

Other statistics are fairly uniform; but we may notice that there is a great deal of overtime in Birmingham, and very little at Rochdale.

The Bristol secretary was one of the very few who did not deem it expedient to supply me with any information; according to the head secretary there are a few good men in the town, but also a large fringe of half-trained workmen.

The Sheffield secretary tells us that in Sheffield a man learns the whole business; not as in Manchester, Liverpool, and London, where a great deal of sectional work is done. And from the Manchester secretary we learn that these sections are finishing, gilding, stationery binding, and letterpress binding; the Manchester apprentice learns one of these sections thoroughly, and has a reputation throughout the country for good work (see answers to Questions 10 and 12).

Other matters of interest are discussed in the answers from Sheffield, Question 6; Leeds, Questions 10 and 12; these should be compared with the remarks of the head secretaries.

Iron-
founders.

§ 60. The Sheet of Information concerning iron-founders is shown on page 74, and it will be found that the graphic scheme brings out most of the points of difference. The rates for overtime are not shown, because they are practically the same in all the towns.

The wage peaks in the difference curve should be noticed—Sheffield, Bradford, and Manchester. In Sheffield we might perhaps connect the peak with the strength of the Union, but for the other two not much can be said; and it is somewhat remarkable that in Birmingham the great growth of trade does not seem to have raised the general level of wages, nor to have obliged employers (as is the case among the engineers) to pay higher rates than the Trade Union minimum. The secretary in the town has expressed his dislike of piecework, saying that rather than do piecework the men are prepared to put on the pace when anything is required in a hurry.

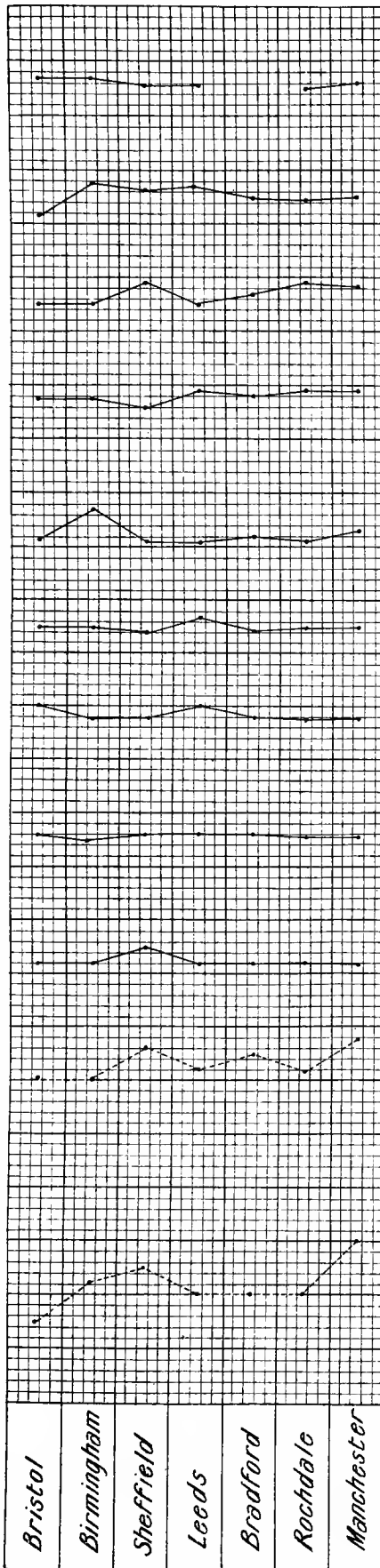
The local secretaries have not indicated much difference in the character of the work done in different places, and according to the head secretary they are not very great for the places we are considering; nevertheless at Manchester and Leeds the work is described as particularly good, in Birmingham it is light, while at Sheffield it is said that the steel work, though heavy, cannot be regarded as highly skilled.

The remarks as to specialised work, either railway or agricultural, should be noticed; and the incidental mention of the character of the workers in the Eastern counties is interesting as bearing upon the general low level of wages we have noted in that part of the country. The general question about railway centres will be discussed more fully in the next article.

The Bristol Secretary says that he believes that in some cases there are men earning higher wages than the Trade Union minimum rate, who do not mention the fact for fear of exciting jealousy. He has also given his views upon the comparatively low level of wages in the South-west of England: "People say," he remarks, "that the reason for lower wages here than in the North is the pooriness of the work done by the men, and their slowness. It must also be remembered that the mechanical appliances here are much worse, machinery is bad, and so forth."

All the remarks of the general secretary should be studied.

IRON FOUNDERS



Into the town
None
From the town

Migration

Growing Fast
" slowly
Falling off

Growth of trade in town

All society
 $\frac{1}{2}$ and $\frac{1}{2}$
All non-society

Strength of Union

Regular
Moderate
Irregular

Constancy of employment

Much
Moderate
None

Overtime

Expecting a reduction
Steady
Just had a reduction

Temporary Character

Hours

54
52

Number worked

Above U. level
Equal "
Below "

Average wage (Union men)

Expecting increase
Steady
Just had increase

Temporary character of wage

+ 4/-

0

- 4/-

Weekly wage less than for mean of trades.

40/-

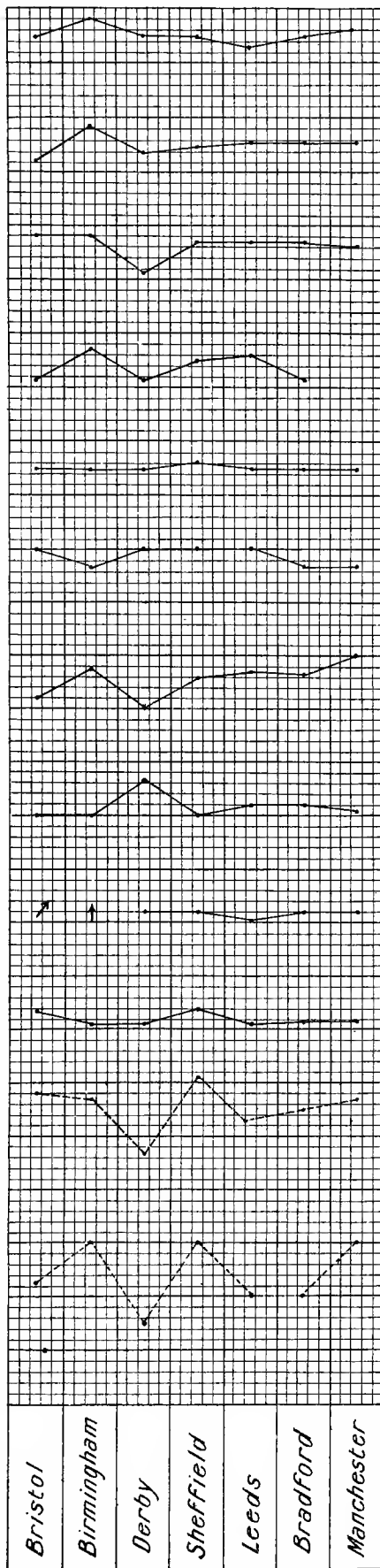
36/-

32/-

Weekly wage

Bristol
Birmingham
Sheffield
Leeds
Bradford
Rochdale
Manchester

ENGINEERS



Into the town
None
Out of the town

Migration

Growing fast
" slowly
Falling off

Growth of trade

All society
 $\frac{1}{2}$ and $\frac{1}{2}$
All non-society

Strength of Union

Much
Moderate
None

Quantity of Overtime

Expecting reduction
Steady
Recent reduction

Temporary Character

Hours

52
54
60

Number worked

Very good
Fair
Not very good

Class of work done

Great
None

Special Advantages

4/- above minimum
Equal to Union Min.

Average wage

Expecting increase
Steady
Recent increase

Temporary character of wage

0
-4/-

Wage less mean of trades

40/-
36/-
32/-
28/-

Weekly wage (fitters & turners)

Bristol
Birmingham
Derby
Sheffield
Leeds
Bradford
Manchester

§ 61. The term “engineers” includes a great variety of different trades. In the graphic scheme the wages of one branch only, viz., that of fitters and turners, have formed the basis of comparison. Engineers.

The principal feature to notice is the extraordinarily low level of wages at Derby. In reference to this the remarks of the general secretary should be studied, in which he points out that in railway centres the workers are employed to do the same piece of work over and over again, and thus the employment becomes, in time, of a less skilled character. In addition to this it must be remembered that there are a great many privileges obtained by the men working at the railway; these take the form of free passes on the line under certain conditions, and also pensions for old age, to which the men contribute a share. And while on the one hand these particular favours form an indirect addition to wages, they also tend to promote dependence of the men upon the masters, by tying them to the shops. They are therefore more suited to non-Society men, and we find accordingly that in Derby the Union is numerically very weak.

All the conditions at present existing in Birmingham are in favour of a very high rate of actual wages, and we find as a matter of fact that the *average* engineer is probably earning *far* above the *minimum*. I am not quite sure from the secretary's remarks, to what extent this is the case.

As regards Sheffield the work is said to be heavy, but coarse. It would seem that both in this case and in that of iron-founders this heavy work, though not of a highly skilled character, is able to command a high rate of remuneration.

The general secretary is ready to admit that there are considerable differences in the quality of work done by workmen in different towns, and quotes as an example that a Keighley man would find great difficulty in obtaining employment in Manchester. He also explains the reason why in the Lancashire district “engine” men get about 2s. a week more than “machine” men, saying that originally more skill was required for “engine” work, but though it is doubtful now whether this is still the case, the difference is kept up through custom.

Other points of especial interest will be found in the answers from Bristol, Questions 2, 4, 12; Birmingham, Question 3; Leeds, Question 6.

Boiler-
makers.

§ 62. The Sheet for the boiler-makers is shown on page 78. Wages in four branches of the trade are given.

Quality of work in each of the four branches does not vary much from town to town according to the remarks of the local secretaries; but we may notice that in Bristol and Cardiff, repair work is the chief item. On the other hand, from the general secretary's remarks it is to be noticed that *marine* work done at the seaport towns is to be regarded as of quite a different character from the light work done in the inland districts.

All the remarks of the general secretary are worthy of study, and particularly with regard to the question of minimum wage. From these it is seen to be necessary to view all calculations based on the minimum with caution. Nevertheless, though it has been added in to reckon the "mean of trades" and the "mean of industries" in § 45, the error so introduced must be at most very small.

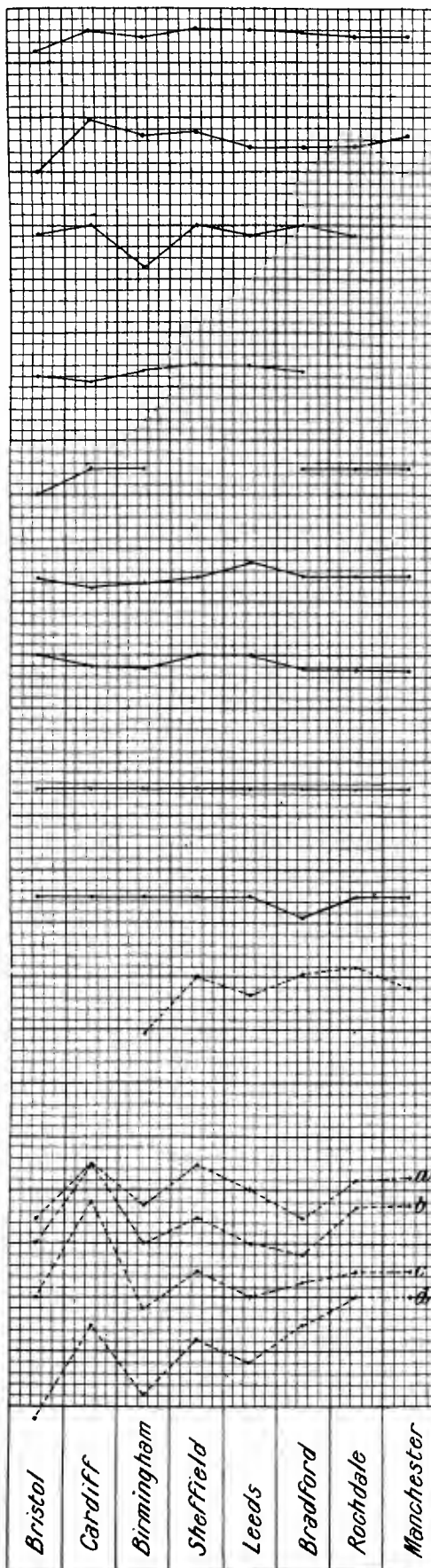
Omitting the question of Bristol and Cardiff for the present, the most prominent thing we notice in the difference curve is the low rate in Birmingham; and the most prominent thing in the other statistics is the weakness there of the Union. It seems natural to connect these two, and this was the reason given by one of the secretaries in citing to me the low rate of the town. The general secretary, however, did not seem to consider Birmingham rates low; and it will be noticed that they are little below those of Leeds, where similar work is done, in absolute level; and it would seem that the boiler-makers aim more at absolute equality than is the case with the other trades. Finally, we must not forget the caution as to the timework rates.¹

The temporary character of the elevation at Bradford will be noticed, and the peak at Rochdale is due to the fact that the wages of that place are the same as in the Manchester district generally. Possibly the high wage at Sheffield may be connected with the growth of the trade and the strength of the Union; but as in the other iron trades, the work is of a somewhat heavy nature.

The whole boiler-makers' sheet is worthy of careful study, because the answers have in most cases been supplied by district delegates who from their position are especially qualified to give information upon the subject.

¹ Notice the reason given by my informant at Birmingham (Question 12) for the non-appearance of the different town wages in the report.

BOILERMAKERS



Into the town
None
From the town

Migration

Growing fast
" slowly
Falling off

Growth of trade in town

All society
 $\frac{1}{2}$ and $\frac{1}{2}$
All non-society

Strength of Union

Regular
Moderate
Irregular

Constancy of employment

Yes
No

Travelling expences paid by employer

Expecting a reduction
Steady
Just had a reduction

Temporary
character

Hours

54
52

Number
worked

Above U. level
Equal " "
Below " "

Average wage of Union men

Expecting increase
Steady
Just had increase

Temporary character of wages

0

-4/-

Average boiler maker's wage less mean of trades

40/-

36/-

32/-

28/-

24/-

Weekly wages

a Angle Iron Smiths

b Platers

c Rivetters

d Holders up

§ 63. The comparison between Bristol and Cardiff both in this trade and in shipwrights is interesting; it will be seen that in both the level of wages in Cardiff is considerably above that for Bristol.

Comparison
between
Bristol and
Cardiff for
boiler-
makers and
ship-
wrights.

When I was in Bristol I learnt from all sources of the falling off in trade in the shipping industries and its migration to Cardiff, and in Cardiff I learnt the same story from the other side. (But the trade of the shipwrights, which is everywhere in a moribund condition, is not particularly flourishing even in Cardiff.) This migration is quite sufficient to account for the difference from the workman's point of view. But it seemed to me essential on this one question to raise the issue from the employer's point of view as well; and I endeavoured to find out why the migration of the industry was taking place. I gathered that the principal reasons were the following:—

(1) Cardiff and the other Welsh towns are directly on the Bristol Channel, while Bristol is situated a little way up from it on a river. Ships are now built so large that they find that they are exposed to risk in coming up this river, which is not easily navigable on all occasions.

(2) Bristol has imports, but no exports; whereas Cardiff, in addition to being prepared to take imports, exports coal.

These two reasons show why ships prefer to put into Cardiff for repair between their journeys.

(3) Cardiff is a more go-ahead town; the people are more energetic and put in more work in a day.

This last reason is of the kind applicable to both aspects—"a higher wage for a better article."

Lastly, from the Bristol workman's point of view, going to Cardiff is considered to be almost like going to the colonies, and men who have been there come back much rougher than before, *i.e.* a loss of refinement involves extra pay.

In illustration of the rapid growth of Cardiff¹ and its quasi-colonial aspect, may be cited the nomenclature of the streets: Gold Street, Silver Street, Copper Street, Lead Street, Tin Street, Platinum Street, &c., Planet Street, Sun Street, Moon Street, Orbit Street, Eclipse Street, &c., Maria Street, Sophia Street, Angelina Street, &c., in rows.

¹ Compare also the migration from a small decaying seaport like Whitby to Cardiff—a well-known fact in Whitby.

CHAPTER III

TOWN FACTS AND SUMMARY

§ 64. I NOW turn to the other main division of the inquiries, viz., those which bear upon town life as a whole.

Rent.

The most prominent of these is the value of money in the town, or, what is nearly the same thing, the cost of living. Under this head I have included house rent. I imagine that some people will be ready to object off-hand to its inclusion, on the score that rent is a cause and not an effect. It is quite true that the level of house rents in a town is the result of a certain cause; but that cause has no connection with the level of wages in the town, and depends upon the combined cost and inconvenience of living outside.

In fact a man coming to a town to work has to choose between a town house with its high rent and town surroundings, and a house in a suburb with a low rent and country surroundings.

If he choose the former he will be able to live near his work and near all the essentials of town life. If he choose the latter he will have the advantage of a purer air; but he will be subject to the inconvenience and expense of living at a distance from his work, and his household purchases will probably cost a little more. Thus it would appear that the principal item in determining it should be the geographical dimensions of the town; but questions of the efficiency of the tramway service, and possibly a consideration of the town rates and other matters, will evidently enter into account. It will be seen later on that the actual rents do not bear as close a relation to the dimensions of the town as might have been expected. The figures obtained and shown in the sheet of town statistics are for average artisans' houses; they have been gathered by checking off against one another the results given by some of the artisan class themselves, and others who were likely to have studied the question; they include the accommodation obtained and any general information upon the subject which seemed to afford interest.

§ 65. The next matter to take into account is the level of prices of commodities. Finally, the facilities presented for fresh air, recreation, and general health and comfort, and a number of other matters must be considered.

In the various towns where I stayed, I endeavoured to make inquiries upon these points.

At the outset, however, I was met with a difficulty. Manner of living differs from one place to another, and from one individual to another. Is the comparison to be made between the same identical things in different towns, or between corresponding things? Thus, for instance, suppose the class of people we are considering, in one town eat colonial meat at one price, while in another they eat only English meat at another price. If we are able to ascertain such a fact as this, it may be useful as illustrating the different modes of life in the two places, but it cannot be interpreted as a statement concerning the general level of prices. Still more useless would it be to compare the prices paid for one kind of meat in the two towns.

Moreover, as a matter of fact, the difference is usually more subtle, and prohibits us from having the satisfaction of making such a striking contrast as that suggested in the example above.

The artisan as a general rule does make use of much the same *class* of article throughout wide regions of the country, but there is no guarantee that the *quality* is absolutely identical. Thus I started by endeavouring to learn the level of prices in a town from the principal retail shopkeepers, and I supplemented these figures with information gathered in some conversations which I held with the wives, and in some cases the mothers, of the Trade Union secretaries. But though I was thus often able to arrive at a fairly definite price for some articles in the town from a consensus of opinion, I have felt that the objection on the score of quality renders my results valueless, and even misleading, and I have not exhibited any of them in my sheet.

I thought at first that the price of bread might yield more definite results, and I pursued inquiries about it through all the towns which I visited, but I have since learnt that these are open to the same objections. However, as illustrative of differences of habit it may be noted, that while in the South and Midlands bread is bought, throughout Yorkshire, and to some extent in Lancashire, the people prefer to make their own.

But it may be said that it is not so much level of prices, as cost of living in the town, which we wish to examine, and that therefore, if the standard of artisan life there demands that certain qualities of

articles are to be bought, these are the "conventional necessities" which we are to take in one town to compare with a similar set of things in another. And when we are viewing the matter from certain standpoints, this is no doubt perfectly sound. But it seems to me that for our present purpose this would be of no use. Assuming that we could be ideally successful, and obtain, not only the average price paid for every article, but also the average budget of the artisan, so that every item of his expenditure (including saving) could be accounted for, what should we obtain *in toto*? Why, merely his annual income viewed from the opposite side of his account-book.

Such an investigation would be extremely valuable, and would bear upon this subject; but it would be ridiculous to take the expenditure of one town artisan and say, "These are his conventional necessities, *therefore* his wage is what it is," when in reality the level of his wage is the cause of that amount of expenditure. Moreover the time and trouble necessary to obtain anything like accurate information would be enormous.

I think the following general principles concerning price level may be taken as sound: Prices will be lowest in large towns which are centres of trade for surrounding districts, and will tend to increase as we pass out from these to the more remote and smaller places. Comparison is difficult between widely distant places, because manner of living is so different; but for comparable things the level of prices in the large emporia may be taken to be about the same.

Health.

§ 66. The health statistics in each town¹ I have obtained from the medical officer of health, and, unless stated to the contrary, they are those for 1896. I have also formed some estimate of the open space accommodation, the facility for amusements, &c.

Female
labour.

Lastly, I made inquiries upon the question of female labour, checking against one another the estimates given me by different people in the town. The results include as a rule a statement of the principal trades in which it is employed, an estimation of its quantity, and also some idea of the extent to which wives or daughters of Trade Union artisans take part in it.

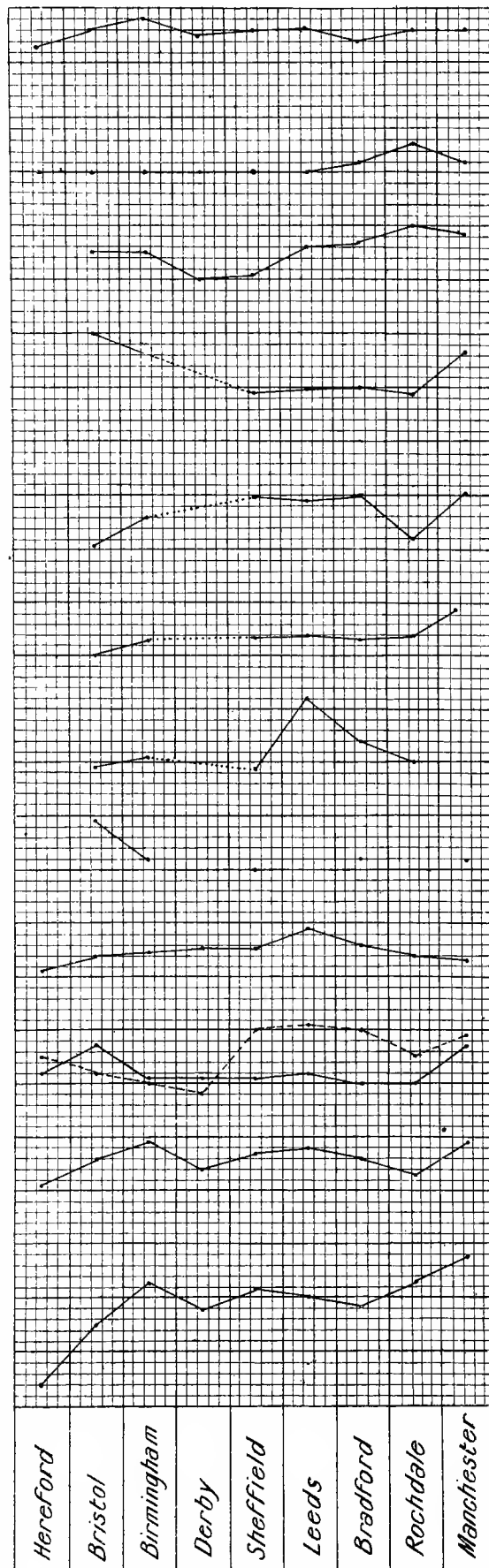
Town
scheme.

§ 67. I have endeavoured to exhibit the principal results of the town statistics (shown on the sheet, page 82) in the form of a graphic scheme, somewhat on the same principle as the scheme for the trades.

The answers concerning recreation, &c., are all so much alike that they are not exhibited graphically.

¹ Temperance statistics are taken from a general report.

GENERAL TOWN STATISTICS



Good work done & trades prospering
 Poor work & trades falling off } Trade peculiarities

Much }
 Moderate } Wives of Trade U. Artisans }
 None }
 Much }
 Moderate } Daughters " " " }
 None } Female labour

50 }
 35 } Persons to an acre
 20 }

200 }
 140 } Infant mortality (deaths of infants per 1000 born) }

25 }
 18 } Death rate }

300 }
 200 } Temperance (persons to a license) }

12 }
 8 } Marriage rate }

20 }
 0 } Increase of town per 1000 per annum }

1/6 7/- }
 1/- 5/- } Rent paid ———; $\frac{\text{Rent}}{\text{number of rooms}}$ ———

640,000 }
 360,000 } Population
 160,000 }
 0 }
 0 }

9d }
 8d } Mean wage
 7d }

§ 68. On the question of rent it will be noticed that there is a considerable difference in the accommodation obtained in different parts of England. Thus in Bristol, Birmingham, and Derby, six rooms, or five and a scullery, are usual; while in Yorkshire we find people content with four small rooms, or three and a scullery, there generally being a cellar in addition; and Lancashire occupies an intermediate position. This renders it necessary in the graphic scheme to draw two curves, one showing the actual rents paid, the other those quantities divided by the number of fair-sized rooms obtained (scullery counting as $\frac{1}{2}$). Results concerning rent.

The fact, however, is peculiarly interesting: it is rather curious that the people in Bristol with a comparatively low wage are not content unless they have accommodation superior to that obtained in Lancashire, and far superior to that obtained in Yorkshire. When we come to add to the high wages in Lancashire the wages earned in some cases by other members of the family, and then remember that in spite of this they have worse accommodation than in Bristol, we obtain some idea of the utterly different manner of life in the two parts of the country. The brief remarks given by a resident in Rochdale may probably be taken to be typical of many of the towns in that district: "People have plenty of meat, and generally live without stint, with frequent visits to the theatre." Recreation, too, plays a much greater part in the life of the average Northerner: football matches, trips to the seaside, and similar diversions are an essential of his existence.

Another thing which may be mentioned is that in Lancashire work on Monday does not usually begin till after breakfast. In everything we find indications of the independent character of the people.

The state of things in Yorkshire very much resembles that in Lancashire, but the accommodation in the houses is still poorer. It seems almost incredible that men with families, earning large wages, should be content with what appears to a Southerner as inadequate house room. I am inclined to think, however, that in the South one room is much more often practically wasted by being set aside for special occasions only.¹

We may also remark that in the North—especially in Lancashire—there is a good deal of female labour, so that the family does not make much use of the home during the day; while after their exertions, good food and adequate recreation are imperative.

Turning to the prices paid for rent, I had expected to find them

¹ Some doubt has been thrown on these statistics with regard to the comparison between Bristol and Yorkshire; I can only say that no pains have been spared to render them thoroughly trustworthy.

much more nearly corresponding with the size of the town than is actually the case. In Birmingham, for instance, the price for good accommodation is quite low.

Temperance The number of persons to a license is, I am afraid, a very inadequate measure of temperance, but it was the best I could get, as the returns of the borough police would be still more deceptive.

and vitality. Very little weight can be attached to the statistics showing the number of persons to an acre, because the figures given depend so much upon the area chosen to be estimated. Thus in Leeds the estimated area is large, and takes in open suburbs, so that the figures shown are much less than in those towns in which only the most thickly populated districts are considered. The chief differences in density will no doubt be between large and small towns, but considerable difference may sometimes exist in this respect between towns of the same population. Nevertheless the position taken up in § 15 is not very much affected, because the real "towniness" of a town will be increased and not lessened by squeezing its population into a smaller space.

Population. § 69. I think it will be admitted that the simple population curve shows results more in accordance with the local fluctuations than any of the other curves which are exhibited in the graphic scheme facing the previous page. It seems, therefore, that we must regard the fact of the higher wage in large towns more in the light in which it is put by my authority in Birmingham: "It will generally be found that the larger the town the higher the wage, because the greater are the demands for social life."

Another way in which we may look at it is this: in compensation for the natural advantages of the country, which are gradually lost as the town grows, men must have larger financial means to purchase artificial recreations, and to enable them to overcome the disabilities of large town distances. Any one who, like myself, has endeavoured to make investigations in towns of varying sizes, will fully appreciate this point.

But when all these things have been suggested, by no means the last word has been said; for there is yet another aspect of the question upon which my investigations have not thrown much light, but which is undoubtedly of considerable importance. I refer to the quantity and quality of a man's daily work. Now it is well known that the large towns draw to themselves both the best and the worst workmen, and, speaking generally, the latter will be outside the Union, and will not enter into the computations which I have made; and accordingly we

may expect that the high wages in a large town will partake partly of the nature of a high price for a good article.

§ 70. I made a somewhat careful collection of statistics with regard to the amount of female labour in the towns which I visited, with the view of ascertaining how far the generally received theories are correct. It is generally stated that where a man's wife or daughters are able to obtain employment, he will be willing to accept a lower wage (other things being equal).¹ The information which I obtained does not seem to bear out this proposition, but I do not consider that the number of towns visited is nearly enough to justify a definite conclusion.

Female labour.

Thus taking the run of towns, Derby, Sheffield, &c., to Rochdale, in which the female labour for the relatives of Trade Unionists steadily increases, from almost nothing to almost a maximum, we do not find any corresponding decrease either in the uncorrected wage curve, or in that in which we have made allowance for population;² and the general fact that men's wages are high in Lancashire, where female occupation is most plentiful, is in opposition to the ordinarily accepted theory. From Sheffield to Leeds, and Rochdale to Manchester, the figures would seem more to favour the view, but I do not think it can be claimed that these are more than incidental.³

It seems to me quite possible to suppose that the chance of work for his daughters, and particularly for his wife, may not appear to the artisan such an unmixed blessing as is sometimes suggested; and, moreover, such money as they earn may make him more independent of his own earnings for a short time, and so enable him to stand out for a higher price for his labour. But the issue can only be decided by a consideration of a large number of towns.

§ 71. The other curves in the graphic scheme seem to show very few important results. From consideration of several towns in which statistics were given for both 1895 and 1896, a comparison, probably fairly accurate, has been made between the health statistics for all the towns; but the eminently unsatisfactory character of all such evidence for comparing one

Other questions.

¹ This is quite distinct from the question of how far in a particular trade women and men are capable of displacing one another. Out of all the trades which I am considering, it is only among bookbinders that this question of displacement rises into any prominence.

² This corrected curve is not shown, but can be calculated.

³ The information which I obtained at first seemed to show that for the relatives of Trade Unionists, female labour was much more common in Bradford than in Leeds, and this I made use of with the corrected wage curve to press home the negative nature of the results obtained on the main question; but further investigation has revealed that the difference between Leeds and Bradford in the amount of female labour is probably not great.

town with another must always be remembered. Death-rate, birth-rate, marriage-rate, density of population, &c., uncorrected and unqualified, can mean but little, and the present comparison suffices to show that no connection can be traced with wages.

§ 72. Before summarising the general results I shall make a few remarks on the state of things I found at Hereford and Brighton.

Hereford.

At Hereford we noticed in Map I. a surprisingly low level for 1892; on comparison with the results obtained for the spring of 1897 we find the wages not nearly so low now as then. The information I received seemed to show that some twenty years ago the town was in a fairly flourishing condition, new houses being built, and a large number of men employed. Subsequently, owing to the depression of agriculture, the building trade declined, and during the fifteen years which followed, while the men thrown out were trying to get employment elsewhere, it was only natural that wages should not rise as they were doing in other parts of the country. But now that the number of men has been reduced to the requirements of the case, the wages are beginning to take a more natural level.

Brighton.

In Brighton, where we noticed the abnormal wages of slaters before, I found wages as follows:—

Plumbers 8d., painters $7\frac{1}{2}$ d., carpenters 8d., plasterers 8d., bricklayers $7\frac{1}{2}$ d. to 8d., slaters 9d.

As a rule bricklayers do slating; but where there are any men who only do slating, they are so frequently without employment that in order to keep them in the town a higher wage has to be paid them.

General
summary.

§ 73. We may now summarise the results at which we have arrived during the discussion of the new statistics.

(1) The change in general level of wages as we pass from one portion of the country to another, originally noticed in Part I. of this work, cannot be definitely accounted for except by a consideration of the difference in character of the people. Of this difference in character we have noticed several indications; and it is probable that it is accompanied by a difference in value of the day's work of the average artisan. So that where the higher wages are paid they are merely a higher price for a better article. This result exhibits on a smaller scale a difference similar to that which is known to exist between the people of one country and those of another.¹

(2) The phenomenon of high wages in a large town finds partial explanation in the fact that we are probably dealing with a slightly better

¹ Cf. "Work and Wages," by Sir T. Brassey.

class of workmen ; but in so far as this does not explain the whole difference, the increased wage is to be regarded from the employer's point of view as a kind of rent which he pays for the use of the increased facilities of the town, and from the workman's point of view as an extra inducement to make up for the disadvantages and expenses of life in a large town.

(3) So far as the conclusions derived from a small number of data are to be trusted, the artisan is not willing to accept a lower wage in those towns where he can obtain employment for his wife or daughters.

(4) In the building and iron trades (with the possible exception of the boiler-makers) we may generally take the Trade Union minimum as representing the actual wage earned by Union men ; but when overtime is done, this must be allowed for extra. In the printing trades the Union minimum is considerably below the average level of wages—among the lithographic printers to the extent of three or four shillings, among the bookbinders to the extent of two or three shillings ; while among the compositors we find that there is often a coexisting system of highly paid piecework.

(5) Differences often appear between towns either in wages or in hours which are really only temporary in their character. By these the casual observer may easily be led astray.

(6) Small advantages (such as the payment of travelling expenses, and concession of "walking time" where the work to be done is some little way off) must be reckoned as slight additions to wages.

(7) One of the principal things with which we may compare wages is the character of the work done. In several trades this is a matter of great importance.

(8) Constancy of employment differs more from trade to trade than from town to town in the same trade ; it does not seem often to have an effect in causing local variations in wages.

(9) The amount of overtime worked in different towns in a trade varies considerably, but the rates paid for it usually bear a fixed proportion to the rates for ordinary time throughout all towns in one trade. It is difficult to trace a connection with wage variations.

(10) Numerical weakness of a Union in a town may be caused by actual weakness or by a form of strength. No very definite effect of the Union strength upon wages can be traced in the towns under consideration.

(11) Good wages generally go along with a rapid growth of trade ; while migration takes place under varying conditions.

(12) Utterly abnormal conditions in towns generally meet with explanation.

Concluding
remarks.

In conclusion I would point out that much work remains to be done to extend these results to a larger number of towns, and to find out what modifications ought to be introduced. If any one is willing to undertake this, he will find that though his task presents some difficulties, it is nevertheless full of interest, and profiting by my experience he will be able to go further and open up fresh avenues of discovery.

BRICKLAYERS.

	BRISTOL.	HEREFORD.	BIRMINGHAM (not by Secretary).	SHEFFIELD.	LEEDS.	ROCHDALE.	MANCHESTER.
1. <i>a.</i> What is the Trade Union minimum now? <i>b.</i> How many hours are worked per week? <i>c.</i> Is there any piece-work done? <i>d.</i> How many members are there in the Branch?	<i>a.</i> 8 <i>d.</i> <i>b.</i> 54 (8 summer months); 48 (4 winter months). <i>c.</i> None. <i>d.</i> 390.	<i>a.</i> 7 <i>d.</i> <i>b.</i> 56½ summer; 53½ winter. <i>c.</i> — <i>d.</i> 54.	<i>a.</i> 9 <i>d.</i> <i>b.</i> 59 summer; 45 winter. <i>c.</i> Gradually dying out. <i>d.</i> 1500 or 2000.	<i>a.</i> 9 <i>d.</i> <i>b.</i> 49½ in summer (8 months); 44 (average) in winter. <i>c.</i> — <i>d.</i> 183 + about 180.	<i>a.</i> 9 <i>d.</i> <i>b.</i> 49½. <i>c.</i> — <i>d.</i> 445 + 200 + about 300.	<i>a.</i> 9 <i>d.</i> (see question 12). <i>b.</i> 54½ in summer; 44 (average) in winter. <i>c.</i> None. <i>d.</i> 85 + about 40.	<i>a.</i> 10 <i>d.</i> <i>b.</i> 54½ summer; 44 (average) winter. <i>c.</i> Not forbidden, and some is done. <i>d.</i> In all district 900 + about 350.
2. Is the work done the same as that done in other towns under the same name?	Yes. (Subsequently): "Overhand" work is not a custom in the trade in Bristol.	Yes.	As good and as bad as anywhere. (Work done "in front.")	Yes. Patent or cement flooring not done. (Subsequently): Some "overhand" work is done where they cannot scaffold to face side of wall. All the men, the secretary thinks, can do it, but they do not like it.	Leeds is largely a brick town, and 3 railways are at present in course of construction. (Subsequently): Some "overhand" work is done, principally for chimneys.	Great variety of work. Throughout Lancashire work is done both "in front" and "overhand," differing in this respect from the South, Midlands, &c., where only "in front" work is done. Thus for chimneys, &c., no cumbersome scaffolding is required.	
3. Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? What may they obtain? (Foremen, &c., excluded.)	No, very few.	More members get 6½ <i>d.</i> than 7 <i>d.</i> , but a few 7½ <i>d.</i> and even 8 <i>d.</i>	Last summer some got 1 <i>s.</i> ; 9½ <i>d.</i> is common—perhaps 100 out of 1500 get it.	No.	Only very rarely.	A few on dirty jobs get 9½ <i>d.</i> or 10 <i>d.</i>	A few 10½ <i>d.</i> and 11 <i>d.</i> , and sewer work 1 <i>s.</i> 3 <i>d.</i> Also all jerry builders pay an extra ½ <i>d.</i>
4. <i>a.</i> Are non-Union men employed to any extent? <i>b.</i> Are boys? <i>c.</i> What wages may they obtain?	<i>a.</i> Yes. <i>b.</i> As apprentices, to which no limit is fixed. <i>c.</i> Wage of non-Union men—8 <i>d.</i> downwards.	<i>a.</i> 50. <i>b.</i> Some young men, and 15 or 16 apprentices. <i>c.</i> —	<i>a.</i> About 500. <i>b.</i> Perhaps 50. <i>c.</i> —	<i>a.</i> Not many (but see 12). <i>b.</i> Apprentices are not limited. There are a great many. <i>c.</i> —	<i>a.</i> Very few. The Union is making members at rate of 20 or more a week (many men coming into the town). <i>b.</i> Apprentices are limited, but the number is exceeded in 1 or 2 shops. (In 1 there are as many as 20 boys to 30 men!)	<i>a.</i> Very few; there is 1 non-society shop. <i>b.</i> Apprentices limited to 1 to 8 men. They probably learn their work better in this town than anywhere else. <i>c.</i> —	<i>a.</i> A small proportion. <i>b.</i> No limit to apprentices, but they are not excessive in numbers. Masters do not care to have too many apprentices "hanging round" in the winter. <i>c.</i> —
5. <i>a.</i> Do the employers and men work harmoniously? <i>b.</i> What have been recent changes, if any, in wages or in hours?	<i>a.</i> During the last 3 or 4 years affairs have run very smoothly. <i>b.</i> None.	<i>a.</i> Not much trouble. <i>b.</i> 6½ <i>d.</i> to 7 <i>d.</i> in Jan. 1897.	<i>a.</i> Fair. <i>b.</i> 8½ <i>d.</i> to 9 <i>d.</i> in 1892.	<i>a.</i> Yes. <i>b.</i> 8½ <i>d.</i> to 9 <i>d.</i> in May 1892.	<i>a.</i> Yes, as a whole. <i>b.</i> There was a severe strike in 1896 from May to Sept.; in the end men got a rise of ½ <i>d.</i> , but took all the masters' rules.	<i>a.</i> Yes, very. <i>b.</i> 8½ <i>d.</i> to 9 <i>d.</i> in 1894 (see question 12).	<i>a.</i> Very well. <i>b.</i> In 1896, 9½ <i>d.</i> to 10 <i>d.</i>
6. <i>a.</i> What is the state of trade just at present? <i>b.</i> And taking a number of years together, is it increasing, on the whole, in the town?	<i>a.</i> Good. <i>b.</i> Yes.	<i>a.</i> Very dull. <i>b.</i> Been improving last 4 or 5 years, and numbers of Union have been going up.	<i>a.</i> Never better. <i>b.</i> Very much, 300 more men in last few years.	<i>a.</i> Fairly good. <i>b.</i> More work every year, but not got much out of the street improvements.	<i>a.</i> Exceptionally good. <i>b.</i> A great deal more than ever. Union members were only 300 before the strike, and only 200 after the strike. (This is probably against the 445 now.)	<i>a.</i> Particularly good. <i>b.</i> Rapidly; Castleton requires a lot of work.	<i>a.</i> Good. <i>b.</i> Not very much, about steady.

7. Is short time ever worked?	No.	Not much worked.	No.	No.	No.	No.
8. a. Do you work much overtime in this Branch? b. At what remuneration?	There are no working rules here like those in Worcester and Malvern. Thus at beginning of March, when summer hours should be in force, men are often beginning at 7 o'clock instead of at 6 o'clock.	a. Very little. b. 1½, and 2 on holidays, &c.	a. Practically never. b. But when worked, 11½d., 13½d., 1s. 6d.	a. Not very much. b. 1½ and 2.	a. Yes, in some shops; men are doing as much as 12 or 13 hours a day at Castleton. Do not object to it, provided full rates. b. 1½, 1½ are paid.	a. Very little (?). b. 1½, 1½, 2.
9. How many men are out of work now in this Branch? Is this unusually high or low?	None out now, and very few during the past year.	In slack times 100 out would be an average. Never at the very worst more than 3 men out, because furnace work always keeps some employed.	Only 5 per cent. now. But in slack times there may be as many as 25 per cent.; or in bad weather 50 per cent.	There have been none out (except during strike) for the last 4½ to 5 years, owing to the gradual increase of work.	Branch has only been started 7 years. Since then practically none have been out.	None out practically for 6 years.
10. a. What proportion of the members of the Branch were born and apprenticed outside the town? b. Do many of your members permanently go away from the town?	a. Most born away from the town. b. The best young men go away, also some others, for "hobnails" will often get work in with the rest.	a. Majority come from outside. b. —	a. and b. A good many come and go, and these about balance.	a. Most of the men who were in at the end of the strike were Leeds men; the rest are strangers for the most part. b. —	a. and b. The great majority are Rochdale men; but some come sometimes, and they go again.	a. A large number come from all parts. Of these some have been here a long time, others are shifting. b. Not so many go away.
11. Are any travelling expenses paid by the employer?	Yes. But as there are no working rules, the men are often paid at the place, sometimes getting ½d. an hour more.	Yes. But as there are no working rules, the men are often paid at the place, sometimes getting ½d. an hour more.	Same as in other trades.	Yes, and walking time after 2 miles.	Yes, and walking time from the borough boundary.	Yes, and lodging and weekly return fare for country jobs (with minor privileges). Also walking time for jobs over 2 miles.
12. General remarks.	As in the other Bristol building trades, medical examination prevents many from joining the society.	Secretary considers that such things as exhibited in question 7 are mainly the men's fault for not being sufficiently in earnest. According to a secretary of another branch of the building trade the bricklayers do a good deal of work outside the town.	Some say that there are as many as 800 bricklayers in all in the town, which would make over 400 non-society men. This the secretary doubts, as he never comes across them; but thinks, perhaps, they may be jobbers who do not know the whole business.	There is a great deal of work to be done now, so much so that probably they will be stopped for want of bricks. The railway work takes paid time and a half. This latter clause is more important than might appear, because employers like to turn on men to do dirty repair work on boilers, &c., on these days, and at present only pay ordinary time rates.	Now making application for, and expect to get, new rules:—(1) 10d. per hour; (2) work on all recognised holidays to be paid time and a half. This latter clause is more important than might appear, because employers like to turn on men to do dirty repair work on boilers, &c., on these days, and at present only pay ordinary time rates.	

REMARKS BY GENERAL SECRETARY.—The differences in work between town and town are not very great. The construction of fine houses is, however, better work than that of warehouses and manufacturing buildings. Thus, while the work done at Reading and at Colchester is considered particularly good, that done in Manchester and the Yorkshire towns, being mainly of the second kind, is much rougher. The same would apply to Birmingham, while in London there are all classes. It does not appear, however, that where in the same town the two classes of work are done there is any difference in the rate of remuneration, nor is this the case for the men doing outside walling as against those doing inside work. No doubt the foreman will pick out good men to do the outside walls, and they will perhaps remain longer on the job, and a man who only can do inside walls may be somewhat less skilled and is more readily dismissed, but, on the other hand, he will very likely work much quicker. In London, gauge-work and cutters' work (at arches, &c.) is paid 1d. extra. The number doing this would probably be under 1000 out of 7000, but the secretary is uncertain how far a similar principle applies in other towns.

Dirty work, such as sewer work and furnace work, is always paid at a somewhat higher rate.

STONE MASONS.

	BRISTOL.	BIRMINGHAM.	SHEFFIELD.	LEEDS.	BRADFORD.	ROCHDALE.	MANCHESTER.
1. <i>a.</i> What is the Trade Union minimum now? <i>b.</i> How many hours are worked per week? <i>c.</i> Is there any piece-work done? <i>d.</i> How many members are there in the Branch?	<i>a.</i> 8 <i>d.</i> <i>b.</i> 54 (summer, 8 months); 48 (winter, 4 months). <i>c.</i> None. <i>d.</i> 350.	<i>a.</i> 9 <i>d.</i> <i>b.</i> 54 in summer; 48 in winter. <i>c.</i> None. <i>d.</i> 160.	<i>a.</i> 9 <i>d.</i> <i>b.</i> 49½ in summer, about 43 in winter. <i>c.</i> — <i>d.</i> 260.	<i>a.</i> 8½ <i>d.</i> <i>b.</i> 49½ in summer, about 43 in winter. <i>c.</i> — <i>d.</i> 450.	<i>a.</i> 8½ <i>d.</i> <i>b.</i> 49½ in summer; winter, light to dark, 12 weeks. <i>c.</i> — <i>d.</i> 500.	<i>a.</i> About 9 <i>d.</i> 36 <i>s.</i> 4 <i>d.</i> a week in summer, 30 <i>s.</i> a week in winter. <i>b.</i> 48½ in summer, 39 in winter. <i>c.</i> None. <i>d.</i> 84 average, only 50 nov.	<i>a.</i> 9 <i>d.</i> <i>b.</i> 49½ in summer, 43 (average) in winter. <i>c.</i> None (except ornamental work). <i>d.</i> 500.
2. Is the work done the same as that done in other towns under the same name?	Yes.	General building work.	Yes.	Yes.	All Bradford houses are of stone. The class of work is the same as in Leeds.	Same as in Manchester.	Yes.
3. Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? What may they obtain?	Very few.	Fixers always get 9½ <i>d.</i> , no others get over.	Fixers extra ½ <i>d.</i> . Beyond this, not to any extent.	No.	No.	No.	Fixers 9½ <i>d.</i>
4. <i>a.</i> Are non-Union men employed to any extent? <i>b.</i> Are boys? <i>c.</i> What wages may they obtain?	<i>a.</i> Yes. <i>b.</i> As apprentices; no limit set. <i>c.</i> —	<i>a.</i> Only about 2. <i>b.</i> Very few, not more than 14 or 15. <i>c.</i> —	<i>a.</i> A good many, but not nearly so many as are in Union, nor are they competent men as a rule. <i>b.</i> Limited to ½. <i>c.</i> —	<i>a.</i> Not ½ of the numbers of the Union, say 200. <i>b.</i> Apprentices ⅓. <i>c.</i> —	<i>a.</i> Not 200 now; 200 joined Society last year. There are very few now who work strictly. <i>b.</i> Apprentices limited to ½. <i>c.</i> —	<i>a.</i> Nearly as many as are in the Union. <i>b.</i> Only 4. <i>c.</i> —	<i>a.</i> 60 to 100. <i>b.</i> Limited to ⅓, and the numbers are within this. <i>c.</i> —
5. <i>a.</i> Do the employers and men work harmoniously? <i>b.</i> What have been recent changes, if any, in wages? <i>c.</i> In hours?	<i>a.</i> During the last 3 or 4 years affairs have been very smooth. <i>b.</i> and <i>c.</i> None.	<i>a.</i> Very fair. (A Board of Conciliation is in existence.) <i>b.</i> and <i>c.</i> A few rules have been changed, but there have been no other alterations.	<i>a.</i> Yes. <i>b.</i> and <i>c.</i> Not since 1892, when there was a rise from 8½ <i>d.</i> to 9 <i>d.</i>	<i>a.</i> Very good, better than the other building trades. <i>b.</i> 8 <i>d.</i> to 8½ <i>d.</i> , May 1896. <i>c.</i> None.	<i>a.</i> Very few disputes. <i>b.</i> 8 <i>d.</i> to 8½ <i>d.</i> in 1893. <i>c.</i> None.	<i>a.</i> Very fair. <i>b.</i> 8 <i>d.</i> to 9 <i>d.</i> in 1892. <i>c.</i> Hours in winter altered in 1894.	<i>a.</i> Very well. <i>b.</i> 8½ <i>d.</i> to 9 <i>d.</i> in 1892. <i>c.</i> None.
6. <i>a.</i> What is the state of trade just at present? <i>b.</i> And taking a number of years together, is it increasing, on the whole, in the town?	<i>a.</i> Good. <i>b.</i> Yes.	<i>a.</i> Yes, all in work. <i>b.</i> Less now than there used to be; terracotta work largely taking the place of stone. Used to be 500 in the town 14 years ago, when Council House and Art Gallery were built.	<i>a.</i> Now about the worst time of year, but except for want of stone there would not now be many out. Expect to gain all over the country by Jubilee. <i>b.</i> The best time was when Municipal Buildings were built.	<i>a.</i> Pretty good. <i>b.</i> Work increasing rapidly.	<i>a.</i> Very few out of work. <i>b.</i> A great deal more than 5 or 6 years ago. New works started.	<i>a.</i> Not much now, but going up. <i>b.</i> Not as much as in 1892.	<i>a.</i> Very good. <i>b.</i> About the same as 7 years ago.

	No.	No.	No.	No.	No.	No.	No.
7. Are men ever put on short time?							
8. <i>a.</i> Do you work much overtime in this Branch? <i>b.</i> At what remuneration?	<i>a.</i> When occasion demands, depending on the firm. <i>b.</i> 1½, 1½, 2.	<i>a.</i> Very little. <i>b.</i> 1½, 1½, 2.	<i>a.</i> Very little. <i>b.</i> 1½, 1½.	<i>a.</i> Not allowed, except in cases of necessity. <i>b.</i> 1½, 1½, 2.	<i>a.</i> Very little; mills are the only places, and these more than in Manchester. <i>b.</i> —	<i>a.</i> Only in cases of emergency. <i>b.</i> 1½ first 2 hours, and after, 2.	
9. How many men are out of work in this Branch at different times?	None now; very few during the past year.	20 now, and this is about usual. In real depression a great many are out. Busiest when other trades are slack.	In slack times a number, perhaps 100, are out. During the bricklayers' strike last summer about ½ were out.	Not many out now.	Men shift about from place to place when out of work.	Shift about from place to place.	
10. <i>a.</i> What proportion of the members of the Branch were born and apprenticed outside the town? <i>b.</i> Do many of your members permanently go away from the town?	<i>a.</i> 70 per cent. about. <i>b.</i> Bristol is the first stopping place.	<i>a.</i> Majority are not Sheffield men. <i>b.</i> A great deal of shifting; men go and return.	<i>a.</i> Principally Leeds men, say 350. <i>b.</i> —	<i>a.</i> Majority (¾) Bradford men. <i>b.</i> Most apprentices go. Incomers and outgoers about balance.	<i>a.</i> and <i>b.</i> More born outside, and these move on again if trade declines. Natives stay for the most part.	<i>a.</i> and <i>b.</i> Shifting, and comers and goers about balance.	
11. Are any travelling expenses paid by the employer?	Travelling expenses and lodging are paid, and walking time is allowed, but the former is shirked sometimes.	No, nor walking time; these privileges caused a good deal of trouble and were not thought worth retaining.	Arranged between employers and men.	None, nor walking time.	Yes, and walking time.	Above 3 miles 3s. a week lodgings. If less, train or tram fare paid, or walking time allowed.	
12. General remarks.	As in the other Bristol building trades, there are a large number of non-Unionists, of whom at least ½ are kept out by the medical examination of the Union.	Men come in for special work. Employers stick to the Union rules, and prevent new employers from taking men at lower rates.					

PLUMBERS.

	BRISTOL.	HEREFORD.*	BIRMINGHAM.	SHEFFIELD.	LEEDS.	BRADFORD (not by Secretary).	ROCHDALE.	MANCHESTER.
1. <i>a.</i> What is the Trade Union minimum now? <i>b.</i> How many hours are worked per week? <i>c.</i> Is there any piecework done? <i>d.</i> How many members are there in the Branch?	<i>a.</i> 8 <i>d.</i> <i>b.</i> 5 <i>d.</i> in summer; 48 in winter. <i>c.</i> None. <i>d.</i> 50.	<i>a.</i> 7 <i>d.</i> <i>b.</i> 56½ (summer); 53½ (winter). <i>c.</i> Most of the men work for themselves at times, and then a builder who wants something done, sends for a man and asks him for what he will do the job. <i>d.</i> 14.	<i>a.</i> 9 <i>d.</i> <i>b.</i> 54 in summer, and varying in the winter. Recently a new proposal for all is being made. (See 12.) <i>c.</i> None. <i>d.</i> 135.	<i>a.</i> 9 <i>d.</i> <i>b.</i> 49½ (summer and winter). <i>c.</i> Never. <i>d.</i> 190.	<i>a.</i> 8 <i>d.</i> <i>b.</i> 50. <i>c.</i> None. <i>d.</i> 166.	<i>a.</i> 8 <i>d.</i> <i>b.</i> 49½ all the year. <i>c.</i> None. <i>d.</i> 196.	<i>a.</i> 8½ <i>d.</i> <i>b.</i> 49 all the year. <i>c.</i> None. <i>d.</i> 52.	<i>a.</i> 9 <i>d.</i> <i>b.</i> 49½ (summer); 47 (winter). <i>c.</i> None. <i>d.</i> 26+362+a few.
2. Is the work done the same as that done in other towns under the same name	Yes; plumbing, gas-fitting, bell-hanging, hot water, &c.—everything except smithing.	Everything is done; but there is hardly any shop work, men only working for builders.	Plumbing only is done. (Gas work is done by gasfitters.)	Yes; plumbing, gas-fitting, and glazing.	Yes; plumbing, gas-fitting, and glazing.	Yes; plumbing, gas, water, and drainage. (This, he thinks, is the case throughout Yorkshire, but in Midlands, South, and Lancashire, only plumbing work.)	Yes; plumbing, gas-fitting, water, drainage, &c.	Yes; gasfittings, hot and cold water, steam, glazing, &c. (so all Lancashire, except Liverpool, where only plumbing).
3. Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? What may they obtain? (Foremen excluded.)	Very rarely now; when minimum was 7½ <i>d.</i> , men used to get 8 <i>d.</i>	No.	Very few.	No. (Before 22 years old men are allowed to take only 7 <i>d.</i>)	No.	Not 1 per cent.	A very few get 8½ <i>d.</i> or 9 <i>d.</i>	Only in 1 or 2 cases.
4. <i>a.</i> Are non-Union men employed to any extent? <i>b.</i> Are boys? <i>c.</i> What wages may they obtain?	<i>a.</i> and <i>c.</i> About 350, of whom some get 8 <i>d.</i> , but a number only 6½ <i>d.</i> or 7 <i>d.</i> A great many come from the large technical training school. Most shops have both Society and non-Society men. <i>b.</i> 1 boy to every man, but only a few apprentices (1:9).	<i>a.</i> Only 2. <i>b.</i> There are 1 or 2 places where boys might go. <i>c.</i> —	<i>a.</i> and <i>c.</i> About 135, principally young men who are taken on and learn the trade, earning from 9 <i>d.</i> downwards. <i>b.</i> Not a dozen apprentices in the whole town. <i>c.</i> —	<i>a.</i> Not many; well under 60. <i>b.</i> 1 boy to 2 men allowed, but only some 20 (apprentices?) in the town. <i>c.</i> —	<i>a.</i> Nearly 200. <i>b.</i> No effective limit yet. <i>c.</i> —	<i>a.</i> About 20. <i>b.</i> and <i>c.</i> 1 apprentice to 2 men. Not more than 3 in a shop, and they get from 5 <i>s.</i> to 12 <i>s.</i>	<i>a.</i> A few, perhaps 6 or 10. <i>b.</i> Yes, 1 to 2 allowed and enforced. Perhaps 30 in the town. <i>c.</i> —	<i>a.</i> and <i>c.</i> 100 to 150. Very few of these earning 9 <i>d.</i> <i>b.</i> Boys limited, both masters and men agreeing to keep them to the limit.
5. <i>a.</i> Do the employers and men work harmoniously? <i>b.</i> What have been recent changes, if any, in wages? <i>c.</i> In hours?	<i>a.</i> Yes. (See question 11.) <i>b.</i> 7½ <i>d.</i> to 8 <i>d.</i> 3 or 4 years ago. <i>c.</i> None.		<i>a.</i> Very well. <i>b.</i> 8 <i>d.</i> to 9 <i>d.</i> recently. <i>c.</i> None.	<i>a.</i> Very well. <i>b.</i> 8½ <i>d.</i> to 9 <i>d.</i> recently. <i>c.</i> None.	<i>a.</i> Fairly. <i>b.</i> 7½ <i>d.</i> to 8 <i>d.</i> in 1891. <i>c.</i> None.	<i>a.</i> Fairly, but there have been some recent squabbles over trade regulations. <i>b.</i> 7½ <i>d.</i> to 8 <i>d.</i> in 1895. <i>c.</i> 51½ to 49½.	<i>a.</i> Yes, very well. <i>b.</i> 8 <i>d.</i> to 8½ <i>d.</i> lately. <i>c.</i> None.	<i>a.</i> Very well. Meetings settle points of dispute. <i>b.</i> 8½ <i>d.</i> to 9 <i>d.</i> in 1895. <i>c.</i> 52 to 49½.
6. <i>a.</i> What is the state of trade just at present? <i>b.</i> And taking a number of years together, is it increasing on the whole, in the town?	<i>a.</i> Very bad, so for some months. <i>b.</i> Yes; men are sent out of the town a good deal to neighbouring places.	<i>a.</i> Very bad. <i>b.</i> Has been going steadily down since the last hard winter. There used to be 18 or more, and several in shops where now there are only 1 or 2.	<i>a.</i> Fair. Last 12 months exceptionally good. <i>b.</i> Yes, and the Union numbers have increased from 50 some 12 years ago.	<i>a.</i> Fair; not much doing, Christmas to March worst time. <i>b.</i> Yes; 10 years ago there were only 100 Union men and 60 non-Union men in the town.	<i>a.</i> Moderate. <i>b.</i> Better class work is done now, and the Union is making a few members.	<i>a.</i> Moderate. <i>b.</i> Growing with Bradford.	<i>a.</i> Moderate. <i>b.</i> Considerably increasing, as new buildings are being put up in the town. There were only 36 in the Union in 1892.	<i>a.</i> Moderate, and there are prospects of a good summer. <i>b.</i> A great deal. The Society's numbers have doubled in a few years, but a good many non-Society men have joined.

7. Are the men ever put on short time?	Master builders do not work short time, but turn men off. Master plumbers may put men on it occasionally.	In summer there is generally work going on, and men can put in the whole 56½ hours if they care to; but in winter it is very slack.	Very little indeed.	A little is done.	Never for wet weather.	Plumbers work short time in bad weather; but he thinks they continue full time longer than other building trades.	No.	No.
8. a. Do you work much overtime in this Branch? b. At what remuneration?	a. Practically none. b. 1½, 1½, 2.		a. Yes, but not systematic. b. 1½ after 7 o'clock (but probably under new rules 1½ after 6 o'clock).	a. Not much. b. 10d., 1s.	a. Not much. b. 1½ and 1½.		a. Very little. b. 1½.	a. Occasionally in jobbing shops, not in new work. b. 1½ till 7 o'clock, 1½ till 10 o'clock; 2 afterwards.
9. How many men are there out of work in this Branch at different times?	3 to 5 men out (out of the 50) now; + a good average.	"During the general depression each man is his own master."	"Can't say, so scattered."	12 men out would be a high average.	6 perhaps now; 16 to 18 very exceptional, 8 to 10 rough average all through.	About 4 now.	Not many out of work now; perhaps 5 would be about average for slack times, and 6 or 7 would be exceptional.	Christmas to Whit- suntide slack time. This year 30 out; last year 40 out.
10. a. What portion of the members of the Branch were born and ap- prenticed outside the town? b. Do many of your members perma- nently go away from the town?	a. Mostly all were born here. b. And they stay.	a. Some have come from Dorset to "better" themselves, but also there is one from each of the following towns—Manchester, Liverpool, London. In fact they come from all over the country. b. There are no ap- prentices to go.	a. Great majority are Birmingham men. b. More come than go.	a. About ½ are Sheffield men; the rest coming from all parts. b. More come than go.	a. A few from other parts. b. Not many.	a. and b. Migra- tory.	a. More than ½ are not Rochdale men, but of these several have lived in Roch- dale a long time. b. Not so many go away.	a. Some from Scot- land and all parts. b. More come in than go out.
11. Are any travel- ling expenses paid by the employer?	1s. per day for lodging, and if under 20 miles, come home once a week; fares paid by the em- ployer, if over 20 miles, once a month. Not al- ways easily obtained, and forms the principal cause of trouble between masters and men. Non- Union men get it when they can.	Yes; but not nearly so much is work done in neighbouring districts as is the case with the bricklayers.	Much the same as in other towns.	Yes, return fares at intervals and lodging. All dis- tance there in em- ployer's time; but home in own time, unless over 2 miles.	Yes, as is usual, and walking time.	Travelling ex- penses paid (by custom) even across the town.	Yes, and men walk in masters' time all the distance there; but unless over 3 miles, walk home in their own.	Travelling and tram fares paid by employer when dis- tance exceeds 2 miles; time counted from the shop.
12. General re- marks.	Plumbers in Bristol have always been poorly looked after. A number of non-Union men don't think it worth while to pay the subscription.	Next to nothing doing here. Last hard winter everything was set to rights, and there is no new work in the build- ing line being done.	Work done for master plumbers and for master builders; the former used to work 7 A.M. to 5 P.M. all the winter, and the master builders less. The new pro- posals will apply to both.			(Workmen are ex- pected to find their own tools, but often don't.)		Men are some- times sent long dis- tances to work, even to London.

	BRISTOL.	HEREFORD.	BIRMINGHAM.	DERBY.	SHEFFIELD.	LEEDS.	BRADFORD.*	ROCHDALE.	MANCHESTER * (by General Secretary).
1. <i>a.</i> What is the Trade Union minimum now? <i>b.</i> How many hours are worked per week? <i>c.</i> Is there any piecework done? <i>d.</i> How many members are there in the Branch?	<i>a.</i> 8d. <i>b.</i> 54 (8 summer months); 48 (4 winter months). <i>c.</i> None. <i>d.</i> 540.	<i>a.</i> 6½d. <i>b.</i> 56½ (summer); 53½ (winter). <i>c.</i> Very little or none. <i>d.</i> 71 + 9 or 10.	<i>a.</i> 9d. <i>b.</i> 54 (summer); 48 (winter). <i>c.</i> None. <i>d.</i> 1840 + 160.	<i>a.</i> 8d. <i>b.</i> 56 (summer); 50½ (winter). <i>c.</i> None. <i>d.</i> 185 + 25.	<i>a.</i> 8½d. <i>b.</i> 49½ (summer and winter). <i>c.</i> None by Society men. <i>d.</i> 600 or a little more.	<i>a.</i> 8½d. <i>b.</i> 49½ (summer); 44 for 4 weeks; 41½ (winter of 12 weeks). <i>c.</i> None. <i>d.</i> 800.	<i>a.</i> 8d. <i>b.</i> 49½ (all year). <i>c.</i> — <i>d.</i> 250.	<i>a.</i> 8½d. (will be 9d. from May 1, 1897). <i>b.</i> 48½ (summer); 43½ (winter); but will have 41 for 2 winter months, and 43½ for 1 winter month. <i>c.</i> None. <i>d.</i> 180, in 5 trade sections.	<i>a.</i> 9d. <i>b.</i> 49½ (summer); 47 (winter, both inside and out). <i>c.</i> None. <i>d.</i> About 2000.
2. Is the work done the same as that done in other towns under the same name?	Yes; but shop and bar fitting is also sent out from here all over the kingdom.	Yes; ordinary building work.	Yes; but shop fitting is done largely, and sent out even to London, Scotland, &c.	Much the same. Fittings are imported.	Yes; but note that the same men work both inside the shops and out (i.e. make the things and fix them up); not as in London and several other places, where there are 2 branches to the trade.	Yes.	Yes; same as in Leeds, "building and jobbing."	Yes; nothing exceptional.	Yes; various kinds of work of all classes.
3. Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? What may they obtain? (Foremen and those in charge of a job excluded.)	Very seldom.	About half-a-dozen get 7d. (According to the secretary of another branch of the building trade, the carpenters allow a large number of men in the Society who are earning far below the minimum, but profess to earn the 6½d.)	Very few earn more.	About 10 per cent. get 8½d.	A few get 9d. or even 9½d. Also a few old men who are incompetent to earn 8½d. are allowed to take under.	Perhaps 12 per cent. earn 9d.	None. A few get under 8d.	None.	Only very rarely.
4. <i>a.</i> Are non-Union men employed to any extent? <i>b.</i> Are boys? <i>c.</i> What wages may they obtain?	<i>a.</i> About 3 non-Union men. (See below, question 12.) <i>b.</i> As apprentices, to which no limit is fixed. <i>c.</i> Non-Union men, Union wage downwards. Apprentices 3s. to 12s.	<i>a.</i> About 50. <i>b.</i> — <i>c.</i> —	<i>a.</i> Few if any. <i>b.</i> — <i>c.</i> —	<i>a.</i> 50 to 100. <i>b.</i> A few boys and apprentices (no limit). <i>c.</i> Non-Union men, Union wage downwards.	<i>a.</i> There are rather more non-Union men than Union men, about 400 new workers having come into the town in the last few years. <i>b.</i> A fair number of apprentices, and a bad system of handy lads who pass from one shop to another. <i>c.</i> —	<i>a.</i> Mainly among jerry builders. <i>b.</i> A few (6 years' apprenticeship). <i>c.</i> Apprentices get 5s. to 12s., and then for a year or two very likely a little less than 8½d.	<i>a.</i> There are more non-Union men than Union men. <i>b.</i> — <i>c.</i> —	<i>a.</i> Few, not 30. <i>b.</i> Hitherto no new rules they will be limited to 2 to first 4 men, and after that 1 to every 4. <i>c.</i> —	<i>a.</i> Not many. <i>b.</i> Number of apprentices not limited, but it is not excessive. (So throughout the country, where, though some places limit to 4 and others to 3, there is not much bother about it. In Ireland, however, troubles on this matter often arise.) <i>c.</i> —
5. <i>a.</i> Do the employers and men work harmoniously? <i>b.</i> What have been recent changes, if any, in wages? <i>c.</i> In hours?	<i>a.</i> During the last 3 or 4 years affairs have run very smoothly, though sometimes difficulties arise about travelling expenses. <i>b.</i> and <i>c.</i> None.	<i>a.</i> Yes, very little trouble. <i>b.</i> 3 years ago 6d. to 6½d. <i>c.</i> None.	<i>a.</i> Yes, a particularly good feeling exists. <i>b.</i> 8d. to 8½d. in 1890; 8½d. to 9d. in 1893. <i>c.</i> None.	<i>a.</i> Yes, very fair. <i>b.</i> and <i>c.</i> Not for 4 or 5 years.	<i>a.</i> Yes. <i>b.</i> Not since 1892; then changed from 8d. to 8½d. <i>c.</i> None.	<i>a.</i> Yes. <i>b.</i> 8d. to 8½d. in 1895. <i>c.</i> Used to work 50 hours all the year round up till 1895.	<i>b.</i> Advance of ½d. since 1892.	<i>a.</i> Yes. <i>b.</i> Last, new rules were in 1892; then a change from 8d. to 8½d. <i>c.</i> None.	<i>a.</i> Yes. <i>b.</i> There have been 2 successive rises of ½d. each. <i>c.</i> —
6. <i>a.</i> What is the state of trade just at present? <i>b.</i> And taking a number of years together, is it increasing, on the whole, in the town?	<i>a.</i> Good. <i>b.</i> Yes.	<i>a.</i> Moderate. <i>b.</i> Has kept about the same.	<i>a.</i> Remarkably good. <i>b.</i> Going up.	<i>a.</i> Good. <i>b.</i> Somewhat.	<i>a.</i> Bisk. <i>b.</i> The street improvements during the last few years have made a lot of extra work.	<i>a.</i> Very good, with good prospects. <i>b.</i> Extra work widening thoroughfares, &c.	<i>a.</i> Dull. <i>b.</i> No, there is less.	<i>a.</i> Very good; employers cannot get all the men they want. <i>b.</i> Increasing very well. Union numbered 160 in 1892.	<i>a.</i> Very good. <i>b.</i> Steadily.

7. Is short time worked at all?	No.	In winter men continue till all the work to be done is finished.	No.	Yes. In the winter in slack times the men may do as little as 5 hours' work a day.	To some extent when trade is slack, but not now for 4 years or so.	Very rarely now that the full winter hours are so short.	A little some times.	Very rarely.	No.
8. a. Do you work much overtime in this Branch? b. At what remuneration?	a. When occasion requires, depending on the firm. Perhaps 10 per cent. is overtime. b. 1½, 1½, 2.	a. To some extent. b. 1.	a. Not much. b. 1½ after 6 o'clock, 2 on Sundays and holidays.	a. Not much; but sometimes on the street jobs where it is necessary to be quick. b. + 1d., + 2½d., double.	Practically none for the last 4 or 5 years, owing to the briskness of trade.	None out quite lately; but during the bricklayers' strike there were a great many out, but this was quite unusual.	No.	a. Very rarely, only for specially pushed jobs. b. 1d. extra up till 10 P.M.; after, time and a half; Saturdays, &c., double.	a. A certain amount. b. 1½, 1½, but double after 10 P.M. and holidays, &c.
9. How many men are out of work in this Branch in different parts of the year?	None out now (Feb. 1897). Perhaps 2 per cent. of joiners are out during the winter on an average.	2 or 3 out now.	None have been out for the last year; but in bad times occasionally there may be 200 or 300 out.	During the last 5 years, in the slackest time, in spite of the short hours, about 10 per cent. were out.	Practically none for the last 4 or 5 years, owing to the briskness of trade.	None out quite lately; but during the bricklayers' strike there were a great many out, but this was quite unusual.	During the winter ¾ of the men out would be an average.	Not 15 guineas paid last year in out-of-work benefit (at rate 10s. a week per man); but this was distinctly a good year.	Hardly any now; but during slack times Manchester has its share of men out.
10. a. What proportion of the members of the Branch were born and apprenticed outside the town? b. Do many of your members permanently go away from the town?	a. About 70 per cent. (this may be a mistake, meaning 70 per cent. are Bristol men) come from villages round, for which Bristol forms a first stopping place. b. Perhaps 15 per cent. or more.	a. A fair number. b. More (the best) go than come.	a. A good many come in. b. Difficult to say.	a. Men come in from all over the country. b. Corners and goes about balance (but the Society has increased, there being a good deal of railway work).	a. Mostly from all parts. b. Yes, when trade is slack, e.g. 1878 to 1884.	a. Perhaps ¾ the men come from the country (where having worked in shops in which only a few men are employed, they have received a better education for the trade than town-bred men). b. Seldom.	a. Most are Bradford men.	a. The majority are Rochdale men. But lately some 20 or 30 have come from Yorks. b. Corners and goes about balance.	a. and b. Not much migration to or from the town. The apprentices made, about keep the numbers correct. There is no run to the place such as there is to London.
11. Are any travelling expenses paid by the employer?	Yes, but sometimes shirked. And walking time allowed.	Yes.	Yes, if over 4 miles, and lodging expenses. Walking time if between 2½ and 4 miles.	Yes, travelling and lodging. Much the same as in other places.	Yes, and lodging, if over 4 miles, with return fare once a fortnight. Walking time if between 1½ and 4 miles.		Yes, when trade is good.	Yes, and walking time from the borough boundary.	Yes, and walking time after 3 miles.
12. General remarks.	In this and other building trades in Bristol where sick and trade benefits are allowed, the Trade Union institutes a doctor's examination; and though it has been stated above that ¾ of carpenters in Bristol are non-Society men, probably ¾ of these could not join the Society if they would, because they could not pass the doctor's examination.	Hoping to get an increase of ¾d.	Men like the long hours. The secretary wishes he could induce them to work shorter.			The introduction of the very short hours in the winter is deemed very good. Before that, employers had often to pay full time for shorter hours' work where jobs did not admit of artificial light. Moreover, now, the winter is as good a time for employment as any other.			Before 1877 the men had a great many privileges. But in that year there was a severe strike lasting for 12 months, and they had to go in on the employers' terms. Since then they have been recovering some of the lost ground.

	BRISTOL.	BIRMINGHAM.	SHEFFIELD (by post).	LEEDS (by post).	BRADFORD (by post).	ROCHDALE.*	MANCHESTER (by General Secretary).
1. <i>a.</i> What is the Trade Union minimum now? <i>b.</i> How many hours are worked per week? <i>c.</i> Is there any piece-work done? <i>d.</i> How many members are there in the Branch?	<i>a.</i> 7½d. <i>b.</i> 54 (8 summer months); 48 (4 winter months). <i>c.</i> None. <i>d.</i> 175.	<i>a.</i> 8d. <i>b.</i> 56½ summer; 47½ winter. <i>c.</i> Very little. <i>d.</i> 800.	<i>a.</i> 7d. <i>b.</i> 56. <i>c.</i> Yes, but only in paper-hanging. <i>d.</i> 85.	<i>a.</i> 7½d. <i>b.</i> 56. <i>c.</i> None. <i>d.</i> 172.	<i>a.</i> 7½d. <i>b.</i> 52. <i>c.</i> None. <i>d.</i> 150.	<i>a.</i> 8d. <i>b.</i> 54. <i>c.</i> None. <i>d.</i> 80 + 170.	<i>a.</i> 8d. <i>b.</i> — <i>c.</i> — <i>d.</i> 430.
2. Is the work done the same as that done in other towns under the same name?	Yes.	Not materially different.	Some very good work and some very bad.	Principal classes of work done:— Domestic house painting and decorating. Commercial premises painting and decorating. New building painting and decorating.	The ordinary painting work, such as painting, paper-hanging, graining, marbling, sign-writing, and decorating.	Yes.	Yes, all kinds. Gentlemen's houses are best work.
3. <i>a.</i> Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? <i>b.</i> What may they obtain?	<i>a.</i> No. <i>b.</i> Perhaps a few may get 8d.	<i>a.</i> and <i>b.</i> 10 per cent. or 20 per cent. get ½d. over, and a few 1d.	<i>a.</i> Yes. <i>b.</i> From ½ to 1d. extra.	<i>a.</i> Yes; in almost every shop there are those who receive a higher rate of wages, viz., grainers, paper-hangers, and decorators. <i>b.</i> They can command 1½d. to 3d. more, according to ability.	<i>a.</i> Yes. <i>b.</i> No stated rate above the minimum.	<i>a.</i> Very rarely. <i>b.</i> Men doing work where blocks are, ½d. extra.	<i>a.</i> Only those doing a slightly superior class of work. <i>b.</i> Getting ½d. or 1d. extra.
4. <i>a.</i> Are non-Union men employed to any extent? <i>b.</i> Are boys? <i>c.</i> What wages may they obtain?	<i>a.</i> Yes, a good many. <i>b.</i> As apprentices. <i>c.</i> —	<i>a.</i> There are very few who are up to standard; a great many men calling themselves painters are quite unskilled. <i>b.</i> Not many boys in the best shops. <i>c.</i> —	<i>a.</i> Yes, to a large extent (3 non-society to 1 society). <i>b.</i> Yes, to a large extent. <i>c.</i> Boys earn anything from 4d. to 8d. an hour.	<i>a.</i> Yes, to a great extent in the season; there are supposed to be about 800 painters altogether in the months of April, May, and June. <i>b.</i> — <i>c.</i> They obtain generally the Union rate.	<i>a.</i> Yes, exceed the Union numbers greatly; they receive the same rate of wages as Union men. <i>b.</i> and <i>c.</i> A good many boys, getting from 5s. to 12s. a week.	<i>a.</i> A few. <i>b.</i> ⅓ apprentices and ⅔ improvers. <i>c.</i> —	<i>a.</i> Very few in Manchester. <i>b.</i> Not many apprentices, so no limit is set. <i>c.</i> —
5. <i>a.</i> Do the employers and men work harmoniously? <i>b.</i> What have been recent changes, if any, in wages? <i>c.</i> In hours?	<i>a.</i> Affairs very smooth during the last 3 or 4 years. <i>b.</i> and <i>c.</i> None.	<i>a.</i> Very well. <i>b.</i> 7½d. to 8d. a year ago. <i>c.</i> None.	<i>a.</i> The employers as a majority do not like Trade Unionists. <i>b.</i> and <i>c.</i> None.	<i>a.</i> <i>b.</i> and <i>c.</i> Yes; an agreement has lately been signed lasting for 5 years, April 1, 1897, to April 1, 1902. In the agreement it is provided that the wages shall rise to 8d. on April 1, 1898, and that the hours be 50 per week. (See question 12.)	<i>a.</i> At times.	<i>a.</i> Yes; there is a court of arbitration. <i>b.</i> — <i>c.</i> —	<i>a.</i> Yes, very well. <i>b.</i> Advance of ½d. in 1895. <i>c.</i> None.
6. <i>a.</i> What is the state of trade just at present? <i>b.</i> And taking a number of years together, is it increasing, on the whole, in the town?	<i>a.</i> Good. <i>b.</i> Yes.	<i>a.</i> Good trade coming on.	<i>a.</i> Very good. <i>b.</i> On the whole it is decreasing.	<i>a.</i> Very good indeed. <i>b.</i> Yes; building operations, and improvements of streets, are bringing the trade prosperity along with others.	<i>a.</i> Quiet. <i>b.</i> No.	<i>a.</i> Good. <i>b.</i> Increasing.	

7. To what extent do men work short time?	In a few instances.	Very little.	To some extent.	In the winter months, hours are arranged according to daylight and state of trade.	The ordinary hours worked in winter months when there is anything to do are 7 hours a day.	Not much.	A few shops work it occasionally, i.e. a week on and a week off.
8. a. Do you work much overtime in this Branch? b. At what remuneration?	a. When occasion demands, 1½; 1½. b. 1½; 1½.	a. A good deal in the season. b. 1½ after 7 o'clock.	a. Yes, especially in the summer months. b. There are a few shops that pay time and a half after 8 o'clock, but the majority only pay single time.	a. Yes, a great deal in the busy season. b. 1½ from 5.30 to 8 o'clock; 1½ from 8 o'clock till midnight; 2 from midnight till starting time.	a. Yes. b. Till 8 p.m. the ordinary day rates; afterwards 1½.	a. A fair amount of overtime worked from March till August, especially up till 7 o'clock. b. 1 till 7 o'clock; 1½ afterwards till 9 o'clock; 2 after 9 o'clock, and after 2 o'clock Saturday afternoons.	a. Yes, in busy time. b. 1½ after 7.
9. How many men are there out of work in this Branch at different times?	None now, and there have been very few for the past year. (This answer, given generally for building trades, doubtfully applies to the painters. See § 41, note.)	A great many men are out in the winter.	About ½ out in slack times.	During the winter months, Dec., Jan., Feb., from 100 to 120 are out on an average.	In the winter months 3 parts [?]. I suppose of the men in the trade.	In the winter (Dec. to Feb.) a great many are out.	None now; but always a good many out in the winter.
10. a. What proportion of the members of the Branch were born and apprenticed outside the town? b. Do many of your members permanently go away from the town?	a. Some come from villages round. b. Some go on elsewhere.	a. Apprentices are mostly made in small towns and come into Birmingham. Some also come in for the season. b. A few go.	a. Quite ⅓ of the members. b. Not many.	a. Not known. b. Very few.	a. Most are Rochdale men, but there are quite a number of strangers. b. —	a. A good many men come from outside, but the majority are Manchester men. b. —	a. A good many men come from outside, but the majority are Manchester men. b. —
11. Are any travelling expenses paid by the employer?	Yes, and lodging; also walking time.	Better rules of walking time than the other building trades.	Yes.	Yes.	Yes, and lodging 6d. a night if over 4 miles; return fares, &c. Walking time going out to job if over 1 mile.	Yes, return fares at intervals according to distance, and 6d. per night for lodging when far off. But where men live at home walking time is allowed from the borough boundary.	Yes, if over 3 miles, and walking time if over 1 mile.
12. General remarks.	Union medical examination keeps men out of the society.	Note that the painter's trade is essentially a season trade.		For 17 years prior to 1893 employers and men were on good terms, rate of wages 7d., hours 56. In 1893 an advance to 7½d. was applied for and obtained, hours the same. In 1894 the employers endeavoured to reduce the wages to 7d., but failed owing to want of organisation; there was no strike. During 1895 and 1896 several conferences between the parties were held, which resulted in the agreement referred to above.		Note. In Durham and Northumberland men get 1d. extra for the first 2 hours of overtime.	

PLASTERERS.

	BRISTOL.	HEREFORD.*	BIRMINGHAM (from wife of Secretary).	SHEFFIELD.	LEEDS.	BRADFORD.	ROCHDALE.	MANCHESTER.
1. <i>a.</i> What is the Trade Union minimum now? <i>b.</i> How many hours are worked per week? <i>c.</i> Is there any piecework done? <i>d.</i> How many members are there in the Branch?	<i>a.</i> 8d. <i>b.</i> 54 (8 summer months); and 48 (4 winter months). <i>c.</i> Some. <i>d.</i> 150.	<i>a.</i> 7d. <i>b.</i> 5½ (summer); 53½ (winter). <i>c.</i> — <i>d.</i> 12.	<i>a.</i> 9d. <i>b.</i> 54 (summer); 49 (winter). <i>c.</i> Very little. <i>d.</i> 400.	<i>a.</i> 8½d. <i>b.</i> 49½ (summer); 47½ (winter). <i>c.</i> No. <i>d.</i> 93.	<i>a.</i> 8½d. <i>b.</i> 49½ (summer); 44 (winter). <i>c.</i> No. <i>d.</i> 130.	<i>a.</i> 8d. <i>b.</i> 49½ (summer); 44 (winter). <i>c.</i> — <i>d.</i> 177.	<i>a.</i> 8½d. <i>b.</i> 43½ (summer); 41 (winter). <i>c.</i> None. <i>d.</i> 25, and some nominated.	<i>a.</i> 9d. <i>b.</i> 52 (summer); 47 (winter). <i>c.</i> No. <i>d.</i> 506.
2. Is the work done the same as that done in other towns under the same name?	Yes.		Yes.	Yes.	Yes. (See question 12.)	More jobbing done here.	Yes. (See question 12.)	Used to do cementing, but now this done by a society of concreters. On the whole the differences of plasterers' work throughout the country are of very small importance.
3. Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? What may they obtain? (Foremen and those in charge of job excepted.)	Very few.	Shops sometimes pay an extra ½d. to get men.	No, except special cases. A few young members get less than 9d.	Just a few, 8½d. to 9d., but these are not really ordinary men.	Some get 9d. or 9½d., but not very many. Shop workers sometimes get 10d.	No; some jobbers get less, <i>c.</i> only 7d., but these are very few.	No.	In very few cases 9½d. to 10d.
4. <i>a.</i> Are non-Union men employed to any extent? <i>b.</i> Are boys, apprentices? <i>c.</i> What wages may they obtain?	<i>a.</i> Probably something about the same number as the Union men, or a little less. No limits to the apprentices. <i>c.</i> —	<i>a.</i> About 12. <i>b.</i> — <i>c.</i> —	<i>a.</i> and <i>c.</i> A few, not 100, 50 new members have joined Union during 1896. Some of these get 9d., some 8d. <i>b.</i> —	<i>a.</i> About 60. <i>b.</i> No restrictions as to boys. <i>c.</i> —	<i>a.</i> 6 or 7 only. <i>b.</i> 4 allowed in every shop, and apprentices must start under 17 years of age. No trouble in enforcing these rules. <i>c.</i> —	<i>a.</i> About 20. <i>b.</i> Limited to 10 (enforced in all but 1 shop); perhaps 40 altogether in the town. <i>c.</i> —	<i>a.</i> About 9. <i>b.</i> Perhaps 4. <i>c.</i> —	<i>a.</i> Very few, perhaps 12. <i>b.</i> 3 apprentices to each firm (easily enforced). <i>c.</i> —
5. <i>a.</i> Do the employers and men work harmoniously? <i>b.</i> What have been recent changes, if any, in wages? <i>c.</i> In hours?	<i>a.</i> Yes, but difficulties sometimes arise about travelling expenses. <i>b.</i> and <i>c.</i> None.	<i>a.</i> Yes. <i>b.</i> and <i>c.</i> Not recently.	<i>a.</i> Yes. <i>b.</i> 8d. to 8½d. in 1890, 8½d. to 9d. in 1893. <i>c.</i> None.	<i>a.</i> Yes. <i>b.</i> In June 1895, 8d. to 8½d. lately. <i>c.</i> None.	<i>a.</i> Very well. <i>b.</i> 2 years ago 8d. to 8½d. (but 17 years ago had 9d. for 12 months). <i>c.</i> —	<i>a.</i> Very fairly well. <i>b.</i> and <i>c.</i> None for 6 years.	<i>a.</i> Very fair (one non-Society shop). Board of Conciliation just formed. <i>b.</i> 5 years ago 8d. to 8½d. <i>c.</i> None.	<i>a.</i> Very well. <i>b.</i> 8½d. to 9d. in 1895, and some privileges gained. <i>c.</i> None.
6. <i>a.</i> What is the state of trade just at present? <i>b.</i> And taking a number of years together, is it increasing, on the whole, in the town?	<i>a.</i> Good. <i>b.</i> Yes.	<i>a.</i> Pretty good, but very little doing now. <i>b.</i> Houses built and filled up, but population not increasing; there was more work to be done a good many years ago.	<i>a.</i> Very good. <i>b.</i> Going up, and the Union is increasing.	<i>a.</i> Very fair. <i>b.</i> The numbers of the Union are going up.	<i>a.</i> Very good. <i>b.</i> Not so much as 17 years ago, but more than 4 or 5 years ago.	<i>a.</i> Fair. <i>b.</i> Not so much as 5 or 6 years ago.	<i>a.</i> Very good; better than ever. <i>b.</i> Going up; a lot of new work at Castleton.	<i>a.</i> Very fair. <i>b.</i> Increasing. In 1890 there were only 70 members of Union, but then there were a great many non-Society men.

7. Is short time ever worked?	Not at all.	No short time other than the winter hours.	No.	In frosty weather the regular hands share and share alike, working till nil is done.	No.	Men share and share alike in bad times.	Men work in slack times till work is done.	No.
8. a. Do you work much overtime in this Branch? b. At what remuneration?	a. Sometimes. b. 1½, 1½, and 2.		a. Very little. b. 1½; 2 Sundays, &c.	a. Only sometimes. b. 1½, 1½ till 10; after, more.	a. Not except when in the country. b. 1½, 1½.	a. Not much. b. 1½.	a. A good deal now, starting earlier. b. After 9 o'clock 1½; Saturdays, after 4 o'clock, 1½.	a. Just when pressed. b. 1½, 1½ till 12 o'clock, then double.
9. How many men are out of work in this Branch at different times?	None now. Very few have been out during the past year.	None now; have not been any for some time.	None out now.	Just occasionally in very bad times there may be as many as 3 of the men—the worst hands—out of work.	Men go away from the town, so at times though trade may be very bad, there are not many out of work in the town.	Not many at any time.	Men out, turn and turn about.	Very few out since 1894. Men don't stop in a town when trade is bad.
10. a. What portion of the members of the Branch were born and apprenticed outside the town? b. Do many of your members permanently go away from the town?	a. About 70 per cent.; Bristol being the first stopping place. b. A few.	a. ——— b. Applications now coming in to send men to a place in Kent where wages 9½d.	a. Men are coming in now, and some at all times. b. Not many.	a. 10 are Sheffield men. b. Comers and goers about balance.	a. Majority are Leeds men. b. Men come and go.	a. Most are Bradford men. b. Very few.	a. Majority are Rochdale men, but a good many come in. b. Very few.	a. Most are Manchester men, but a fair number come in. b. Not many go away. More come than go.
11. Are any travelling expenses paid by the employer?	Yes, and lodging; but sometimes shirked. Also walking time allowed.	Yes (quite a large proportion of the work is done in neighbouring small towns which do not themselves keep any regular plasterers.)	Yes, and lodging, but not for suburbs.	Yes. Walking time after 1 mile.	Yes, when over 4 miles. Walking time when over 1½ miles (only in morning).	Yes, and walking time beyond a mile (own time back, unless outside the town). Occasionally evaded.	Yes, and walking time after 1 mile allowed in going, but not in returning.	Yes, over 3 miles; also walking time.
12. General remarks.	Probably the greater part of the non-Society men would be unable to join the Society even if they wished to do so.	Secretary thinks that very likely they will be able to get an extra ½d. if they demand it, as there are so few men now in the town, and different shops are ready to pay ½d. extra to get them.			In Leeds the plasterers do not prohibit others from doing cement flooring. A few years ago a Leeds contractor took a job in Birmingham, and sent 2 men to do cement flooring who were not plasterers, and the Birmingham plasterers objected to them on that score, whereas in Leeds they had met with no opposition.	Difficulties about concreting have not arisen here.		Men go to technical school in the evening.

TYPOGRAPHIC ASSOCIATION—COMPOSITORS.

	BRISTOL.	BIRMINGHAM.	DERBY.*	SHEFFIELD.	LEEDS (<i>from Secretary, and also from Employer</i>).	BRADFORD.	ROCHDALE.	MANCHESTER (<i>Written out</i>).
1. <i>a.</i> What is the Trade Union minimum now? <i>b.</i> How many hours are worked per week? <i>c.</i> Is there any piece-work done? <i>d.</i> How many members are there in the Branch?	<i>a.</i> 30s. { jobbing. News, 32s. (weekly); 40s. (daily). <i>b.</i> 54. <i>c.</i> All on timework except a few. <i>d.</i> 360.	<i>a.</i> 33s. { jobbing. Weekly news, 32s. 6d.; daily news, 45s. <i>b.</i> 54. <i>c.</i> Only 1 man on jobbing piecework. <i>d.</i> 700.	<i>a.</i> 31s. { jobbing and weekly news, 36s. <i>b.</i> 52. <i>c.</i> — <i>d.</i> 270.	<i>a.</i> 33s. { jobbing 'stab wages. (See question 12.) <i>b.</i> 54. <i>c.</i> — <i>d.</i> —	<i>a.</i> 34s. <i>b.</i> 54 (52½ bas been offered by the masters). <i>c.</i> In newspaper offices. <i>d.</i> 700.	<i>a.</i> 32s. { jobbing and weekly news. Casual labour, 6s. per day, or 9d. per hour. (News work, see 11.) <i>b.</i> 52½. <i>c.</i> None, except on machines. <i>d.</i> 350.	<i>a.</i> 32s. <i>b.</i> 52. <i>c.</i> Linotype, of which there are 8 machines, £2 for 48 hours, or by piece 2½d. per thousand. <i>d.</i> Very little; wages 6½d. per thousand. <i>e.</i> 90.	<i>a.</i> 35s. <i>b.</i> 50 maximum, some few houses 48. <i>c.</i> None, except in 1 house employing 50 men, and on Lino machines in newspapers. <i>d.</i> 1650.
2. Is the work done the same as that done in other towns under the same name?	Yes.	Yes.	Yes (commercial).	Commercial work. Newspapers done on machines.	Yes.	General jobbing work. Book work little done, only in 2 or 3 offices.	Yes.	Yes.
3. <i>a.</i> Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? <i>b.</i> What may they obtain?	<i>a.</i> No, unless they rise to higher posts.	<i>a.</i> Not more than 5 per cent. <i>b.</i> 34s. to 38s.	Average is 32s.	Occasionally men working on finer work may get up to 36s.	Sometimes; especially music compositors (according to another account, about ½ the men), 2s. or 4s. more.	Very occasionally; 2s. extra.	8 or 10 get 34s.	Yes; in a few instances 2s. or 3s. more a week for doing a special class of work.
4. <i>a.</i> Are non-Union men employed to any extent? <i>b.</i> Are boys? <i>c.</i> What wages may they obtain?	<i>a.</i> Not exceeding 70. <i>b.</i> Apprentices are limited to a maximum of 3 in a shop, but this is a difficult thing to secure. <i>c.</i> —	<i>a.</i> and <i>c.</i> Very few; wages rather under 30s. or 31s. <i>b.</i> Apprentices are limited according to rules, and successfully enforced.	<i>a.</i> Not above 20. <i>b.</i> — <i>c.</i> —	<i>a.</i> No. <i>b.</i> Boys limited to ½. <i>c.</i> —	<i>a.</i> No. <i>b.</i> Not to any extent, but more lax than in Sheffield. <i>c.</i> —	<i>a.</i> and <i>b.</i> All are non-Union in the <i>Telegraph</i> office, making 8 or 10 altogether, and the same number of boys. The typographical rules about apprentices are enforced in Society shops.	<i>a.</i> Only 1. <i>b.</i> About 20 apprentices. <i>c.</i> —	<i>a.</i> To a very small extent in this city. <i>b.</i> and <i>c.</i> No knowledge.
5. <i>a.</i> Do the employers and men work harmoniously? <i>b.</i> What have been recent changes, if any, in wages? <i>c.</i> In hours?	<i>a.</i> Yes; only a few small points arise. <i>b.</i> and <i>c.</i> None for 4 or 5 years.	<i>a.</i> Pretty fair. <i>b.</i> and <i>c.</i> None.	<i>a.</i> Yes. <i>b.</i> None. <i>c.</i> 54 to 52 now.	<i>a.</i> Yes. <i>b.</i> and <i>c.</i> None.	<i>a.</i> Very well. <i>b.</i> In 1891 and 1893, from 32s. to 34s. Probably coming; 54 to 52½.	<i>a.</i> Yes; there was an agreement made a year ago. <i>b.</i> and <i>c.</i> None lately, according to secretary. (Report for 1892 shows wages 34s., and hours 51; but possibly there was a confusion here with evening news.)	<i>a.</i> Fairly well. <i>b.</i> None. <i>c.</i> 54 to 52 lately.	<i>a.</i> Yes, very. <i>b.</i> No recent change, except in overtime. (See 8.) <i>c.</i> Reduced from 52½ to 50.

6. <i>a.</i> What is the state of trade just at present? <i>b.</i> And taking a number of years together, is it increasing, on the whole, in the town?	<i>a.</i> Fairly good. <i>b.</i> Yes; machines have not been introduced here.	<i>a.</i> Very good. <i>b.</i> Going up. Machines have thrown out about 40 altogether, but these in the present good state of trade have been re-absorbed.	<i>a.</i> Poor. <i>b.</i> Slightly. (See question 11.)	<i>a.</i> Good. <i>b.</i> —	<i>a.</i> Good. <i>b.</i> Perhaps going up.	<i>a.</i> Fair. <i>b.</i> Increasing; Union had only 300, 5 or 6 years ago. Machines have not turned many out, and the <i>Argus</i> has recently started, employing some 30 men.	<i>a.</i> Pretty bad. <i>b.</i> Yes, a great deal; in 5 years Union has made 20 new members, but of them some were non-Society men.	<i>a.</i> Nominal. ¹ <i>b.</i> Increasing.
7. To what extent do men work short time?	Sometimes a day or two in summer, but does not amount to very much.	Not worked (generally speaking).		Casually employed.	Very little worked; at some places they may work from 8 o'clock to 4 o'clock occasionally.	Sometimes in large offices the men are put on to do half days.	Ask off sometimes.	
8. <i>a.</i> Do you work much overtime in this Branch? <i>b.</i> At what remuneration?	<i>a.</i> There is a considerable amount, especially for book catalogues. <i>b.</i> 1.	<i>a.</i> A great deal (unfortunately). <i>b.</i> 1½, or rather more (because several privileges peculiar to the town are obtained).	<i>a.</i> In 1 or 2 shops. <i>b.</i> 1½ and 1¾.	<i>a.</i> — <i>b.</i> 9d. per hour.	<i>a.</i> — <i>b.</i> 2d. extra per hour, 7 p.m. to 9 p.m.; 3d. extra per hour, 9 p.m. to 12 midnight; 4d. extra per hour, 12 midnight to 2.30 a.m.; 7d. extra per hour, 2.30 a.m. to start.	<i>a.</i> Not a great deal. <i>b.</i> 9d. an hour, and 2d. extra an hour between 10 p.m. and 6 a.m.	<i>a.</i> Very little; only during lists. <i>b.</i> 9d. per hour till 10 o'clock, then 10d.	<i>a.</i> Not a great deal, ordinarily. <i>b.</i> 10d. per hour first 2 hours; 1s. per hour subsequently. Used to be 10d. all round.
9. What sort of numbers do you have out at different times?	About 12 now; this is fairly average. Sometimes it may get up to 30.	Even in the slackest times number out rarely gets above 50.	About 25 now.	A large number of men are out of employment owing to the introduction of machines.	Number of men out of employment now due to the introduction of the Linotype.	19 out now; have been as many as 26 to 30.	Average 5 out in the last 6 months. It has been worse the last 3 years than before the introduction of the Linotype.	About 10 per cent. now. Nominal. ¹
10. <i>a.</i> What proportion of the members of the Branch were born and apprenticed outside the town? <i>b.</i> Do many of your members permanently go away from the town?	<i>a.</i> A fairly large number come from Exeter, Plymouth, &c. Of these some only come for a short time. <i>b.</i> Some go away.	<i>a.</i> Those apprenticed in Birmingham are in the minority. <i>b.</i> Not much.	<i>a.</i> About ⅓ from outside. <i>b.</i> Comers and goers balance.	<i>a.</i> Large proportion of men have come from elsewhere. <i>b.</i> And a great many have gone.	<i>a.</i> Due to the increase of newspaper work, a good many have come to the town, especially from Scotland. <i>b.</i> Also some go away, and there is a transitory migration. Not enough to affect trade.	<i>a.</i> Great majority are Bradford men. <i>b.</i> Not to any extent.	<i>a.</i> Mostly Rochdale men; some 8 or 10 strangers. <i>b.</i> Comers and goers about balance.	
11. General remarks.		The secretary considers the wages in the town very low.	2 Linotypes and a Hattersley have been introduced, displacing about 8 men.	Men attending on the machines get £2 for 48 hours, day work; £2.7s. 6d. for 46 hours, night work; and pieceworkers make about 50s.		Newspapers—£1, 14s., 51 hours; casual labour, 9d.; overtime, 10d. (evening). £2.2s., 51 hours; casual, 11d., overtime, 1s. 1d. (daily).		

¹ This is undoubtedly the word the secretary in each case has written, not "normal." I am not quite sure of the signification intended. Possibly the meaning is intended to be that of "normal."

LITHOGRAPHERS.

	BRISTOL.	BIRMINGHAM.	SHEFFIELD.	LEEDS.	BRADFORD (<i>by post</i>).	ROCHDALE.	MANCHESTER* (<i>General Secretary</i>).
1. What is the Trade Union minimum now? How many hours are worked per week? Is there any piecework done? How many members are there in the Branch?	30s. 50 and 54. Not much in Society shops. 60.	32s. 6d. 54. None. 170.	32s. 54. None. 56.	32s. and 33s. 52½ and 54. None. 200.	32s. and 33s. 52½ and 54. None. 120.	35s. 52. None. 15.	33s. 50. None. 390.
2. What class of work is principally done in the town?	Commercial and colour.	Same as elsewhere, also printing on tin is done (considered a great advantage).	General commercial work. Colour printing not done.	Fairly average.	Patterns of linoleums, carpets; fine chromo chalk work; theatrical posters, and general commercial work.	Colour and commercial.	General work of all kinds.
3. a. Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? b. What would be the average wage?	a. Yes; more than ½ the men get over: 32s., 35s., and 40s. b. —	a. All except 2½ per cent. get above; some up to £3. b. 38s.	a. and b. Yes; average 34s. For machinemen 35s. is a practical minimum, and they generally get 1s. above.	a. Commercial workers may get 34s. or 35s., colour men more, transfers 50s. b. — 32s. to 44s. (from general secretary) both Leeds and Bradford.	a. Yes, by special ability, even up to 47s. 6d. b. Average 42s. for good men.	a. About 4 men get over: 2s. 6d. or 4s. extra. b. —	a. Yes; wages run from 33s. to 45s. b. Average 35s. 9d.
4. a. Are non-Union men employed to any extent? b. Are boys? c. What wages may they obtain?	a. 100 (Society has only been in existence in Bristol 9 years). b. 80 or 90 apprentices. c. Non - Society men get 27s., apprentices 10s., and young members are allowed to take 27s. 6d.	a. About 80 (average 32s.). b. 42 apprentices (and also boys and girls at 5s.); limit 1 to 5 men. c. —	a. Only 2. b. Limited to 1 to 6 men. c. —	a. Not many. b. A few (7 apprentices where 50 men). c. Boys 5s. upwards.	a. No. b. Yes. c. Boys from 5s. to 7s.	a. None. b. Apprentices limited to 1 to 5 men; this enforced. c. —	a. Very few indeed. b. — c. —
5. a. Do the employers and men work harmoniously? b. What have been recent changes, if any, in wages? c. In hours?	a. Yes. b. and c. None.	a. Pretty fair. b. None. c. Just getting a reduction in hours (i.e. from 54 downwards).	a. Yes. b. and c. None.	a. Yes. b. and c. None.	a. Yes. b. None. c. In 1892 from 55 hours to 52½ and 54.	a. Yes. b. None. c. 54 to 52 lately.	a. Yes; very well. b. — c. —

BOOKBINDERS.

	BIRMINGHAM.	DERBY.	SHEFFIELD.	LEEDS.	BRADFORD.	ROCHDALE.	MANCHESTER.
1. What is the Trade Union minimum now? How many hours are worked per week? Is there any piece-work done? How many members are there in the Branch?	30s. (this includes men rulers). 54 (but trying to get to 52). None. 55. Only in one shop. 84.	30s. 54, probably going to 52. None. 55.	32s.; 36s. finishers. 54. None whatever. 62 (these include Rotherham and Barns- dale, but only 30s. in both those).	32s. 54—52½ in a great many; trying to get it all round. None. 126.	32s. 52½. 93.	32s. 52. None. 14.	32s.; 36s. finishers. 50. None. 410.
2. Is the work done the same as that done in other towns under the same name?	Good class of work (better than London), finishers; stationery, illuminated addresses, &c. (see 12).	One-third is railway work. General; not so much publisher's work.	Commercial work. No list work nor cloth work. In Sheffield a man learns the whole business; not as in Manchester, Liverpool, and London, where a great deal of sectional work is done.	Miscellaneous; no bible work.	The workers here are what are called "stationery forwarders."	More stationery; a little letterpress.	More various (see 12).
3. Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? What may they obtain?	Yes. Rather under one-half get only 30s., some get 40s.	31s., 32s., 33s., 34s. Perhaps average 32s.	About 20 get 33s. or 34s.	About 30 get over 32s., some 36s., some even 45s. All finishers get more—2s., 4s., 6s., 8s. above.	Yes; all rates. The average would perhaps be about 34s. 6d.	3 or 4 get 3s. more.	32s. is the exception, and is the minimum only for stationery binders; some get 40s., and some work only 48 hours.
4. a. Are non-Union men employed to any extent? b. Are boys? c. What wages may they obtain?	a. 60 non-Society. b. One-third in accordance with rules. c. —	a. 4. b. Society rules enforced. c. —	a. 6. b. Limited. c. —	a. Very few; some in little stops. b. Limited. c. —	a. — b. The apprentice regulations are adhered to. c. —	a. 1. b. 2 boys. c. —	a. Not more than 10. (Employers like them to be in the Union.) b. Apprentices limited to 8 in a shop. About 110 altogether. c. —
5. a. Do the employers and men work harmoniously? b. What have been recent changes, if any, in wages? c. In hours?	a. Yes (present effort to reduce hours getting on very well). b. and c. Not for some time.	a. Very fair. b. About three years ago 20s. to 30s. c. None.	a. Very well. b. 30s. to 32s. during past five years. c. None.	a. Very little trouble (see 12). b. None. c. 55 to 54.	a. No trouble with the employers. b. and c. No changes.	a. Yes; very well. b. None. c. 54 to 52, Christmas, 1896.	a. Yes. b. None. c. 52½ to 50 last year.
6. a. What is the state of trade just at present? b. And taking a number of years together, is it increasing, on the whole, in the town?	a. Very good indeed (rulers particularly). b. Increasing — new shops opened (see 12). Eight years ago only 20 or 30 in the Union, but a number of non-Society men have joined since.	a. Fair. b. Rather more now.	a. Good. b. During ten years the Union numbers have doubled, but a great deal of list work goes to Manchester, Leeds, and London.	a. Last year very bad; better now. b. Numbers gone up in last few years from 84 to 126.		a. Fair. b. Yes; increasing considerably.	a. Good. b. In seven years 300 to 400.

7. To what extent are men on short time?	Very little.	Very rarely; sometimes single men have a week off.	Not much.	None.	Short time very little worked, occasionally perhaps in the summer.	Practically never.	Very little—none. Occasionally men are off for a week. Also there are casuals who only work sometimes.
8. a. Do you work much overtime in this Branch? b. At what remuneration?	a. A great deal, but not after 9. b. 1½.	a. A bit, in busy times. b. 1½.	a. Moderate amount. b. 9d. per hour.	a. Sometimes from October to Christmas. b. 1½.	a. A fair amount is done in the winter months. b. 1½.	a. Very seldom; practically none. b. Extra wage; but so rare, secretary forgets.	a. Too much at very busy season, especially where guide (? railway) books are done. b. 1½.
9. How many men do you have out of work in this Branch at different times?	None out in the past fifteen months. Very often 1 or 2 in the summer. <i>Occasionally</i> , when <i>very</i> slack, 6.	(See Question 7.)	Not often any out. Last year an average of about 1 man.	Last year average 3 or 4, but this is more than usual.	3 or 4 men may be out in bad times.	None have been out for a very long time.	Now 2½ per cent. In slack times there may be as many as 40 men out.
10. a. What proportion of the members of the Branch were born and apprenticed outside the town? b. Do many of your members permanently go away from the town?	a. Men come from all parts. b. When any one is out, first opening is taken, thus there are applications now from Cardiff.	a. All Derby men. b. Sometimes.	a. All Sheffield men. b. No shifting—neither come nor go.	a. A good many from out-towns. In last eight years out of 50 new members 30 were Leeds apprentices, 20 from out-towns. Perhaps about 1½% are Leeds men. b. A good many go away, about balance those who come in.		a. Only 2 are Rochdale men. b. None have gone away.	a. A good many Scotchmen. b. Not many go away; but Manchester apprentices have a good character for work and could obtain it anywhere.
11. Is there female labour employed, except for folding and sewing?	Very little in the binding work; but a great deal among the rulers, which is almost exclusively done by women earning 12s. to 15s. a week.		None (except folding and sewing).	Only in one shop.		None.	Does not go beyond the regulation female work (folding and sewing) and small note-books.
12. General remarks.	A large amount of Birmingham work is sent up to be done in London.			One shop where a great many printers and litho. men are employed, 54 hours; there is a difficulty in getting 52½.			Several branches to the trade—finishers, gilders, stationery binders, letterpress binders; a man learns one branch very thoroughly.

REMARKS OF HEAD SECRETARIES (*Bookbinders*).—Very good work is done at Manchester, probably better than anywhere else in the provinces; then come Birmingham, Bradford, and Leeds. In the latter two the work is somewhat more old-fashioned than at Birmingham, and is not done so quickly, but a large area is supplied, whereas the Birmingham work is confined principally to what is required in the town itself. In Bristol there are a few good men, but also a large fringe of half-trained workmen, and somewhat the same state of things exists in Sheffield. In Bristol men are principally "letterpress forwarders," whereas in a place like Bradford principally "stationery forwarders."

IRON-FOUNDERS.

	BRISTOL.	BIRMINGHAM.	SHEFFIELD (by Secretary and by Employer).	LEEDS.	BRADFORD.	ROCHDALE.	MANCHESTER (by Secretary and also by another Worker).
1. What is the Trade Union minimum now? How many hours are worked per week? Is there any piece-work done? How many members are there in the Branch?	34s. 54. None is done by Trade Unionists. (Non-Society men do it where there are waggon works, stove and grate, &c.). 70.	36s. and 38s. (about $\frac{1}{2}$ and $\frac{1}{2}$). 53. Never (rather than do piecework, men are prepared on occasions to "put on the pace" when anything is wanted in a hurry). 240.	38s. 53. Only by non-Union men. 770.	36s. 54, and hope to get 53. None. 546.	36s. 53. Only by non-Society men. 274.	36s. 53. Done in a few shops. 186.	40s. 53. Yes, by Union and others. 399 + 449 + 471 (Manchester and Salford).
2. Is the work done the same as that done in other towns under the same name?	Yes, general work—building, agricultural, machinery, &c.	Engineering, and gas-engines.	Engine work, &c., but very little marine work.	Yes, brick machinery, hydraulic, engine work, agricultural.	General engineering.	Machinery and engineering.	All classes—locomotive, tools, gas and steam engines, jobbing, &c. Mill machinery is done by piece-work.
3. Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? What may they obtain?	Occasionally. But men do not always tell for fear of jealousy.	A few get 40s. Before 23 years of age men get 30s., 32s., and 34s.	Very rarely (men 21 years of age 4s. less). 2s. more.	In some shops a few men get 38s. or even 40s., but the number does not amount to many.	Perhaps 10 per cent. get 2s. more.	A few—6 perhaps—get 2s. more.	Very rarely.
4. a. Are non-Union men employed to any extent? b. Are boys? c. What wages may they obtain?	a. and c. About the same number as the Union, but only some are qualified and could join the Society if they wished. They get from 26s. upwards. b. Yes a fair number.	a. and c. About equal in numbers to the Union; but the Union men are in the best shops. Non-Union men get from 24s. to 36s., average 30s. b. 1 boy to 3 men, but this can't always be enforced.	a. 70 or 80 (include stove-grate men who do piecework). b. $\frac{1}{2}$ is limit. c. —	a. and c. About equal to the Union numbers. 300 in one shop are non-Society; they earn wages 22s. to 30s. b. and c. Try to limit apprentices to $\frac{1}{2}$. They do not earn full wages for 2 years after their time has been served.	a. About 140. b. In shops $\frac{1}{2}$. c. —	a. About 30. b. Limit $\frac{1}{2}$, enforced. c. —	a. Yes, a fair number, but only a few are fully competent. b. A number; limited. c. —
5. a. Do the employers and men work harmoniously? b. What have been recent changes, if any, in wages? c. In hours?	a. and b. Yes. But a strike last August, and a rise 32s. to 34s. c. No change in hours.	a. No disputes in 10 years except one, and that was due to the foreman. b. One year ago one shop, wishing to get the best men, offered 38s., and others followed; previously all 36s. c. None.	a. Yes. b. None. c. 54 to 53; 1 shop 48.	a. Very well. b. 34s. to 36s. a year ago. c. None.	a. Yes, as a rule. b. 34s. to 36s., July last. c. None.	a. Very fair. b. 34s. to 36s. 5 months ago. c. None.	a. Very well. b. 38s. to 39s., Oct. 1896; 39s. to 40s., Jan. 1897. c. None.

6. <i>a.</i> What is the state of trade just at present? <i>b.</i> And taking a number of years together, is it increasing, on the whole, in the town?	<i>a.</i> Improving. <i>b.</i> No; 20 less Union men than 12 months ago. (Went away after strike.) (See 11.)	<i>a.</i> Very good. <i>b.</i> 3 years ago, when trade was bad, there were only 150 members. Also 2 or 3 foundries have recently opened, and 1 is opening now.	<i>a.</i> Very good tomor- row. <i>b.</i> General small in- crease; more work now. Used to be only 600.	<i>a.</i> Very good. <i>b.</i> Numbers of Union have gone up 50 in last year. (The non-Society men are in the north and west of the town.)	<i>a.</i> Good. <i>b.</i> Been going up; considerably more members now than 2 years ago. Prior to that a large work em- ploying 50 men had just closed.	<i>a.</i> Moderate. <i>b.</i> About constant; a few more in the Union now perhaps.	<i>a.</i> Good in the main. <i>b.</i> More work than in last 12 years.
7. To what extent do men work short time?	Very little worked.	Yes, when trade is slack.	A few shops.	In some shops all are kept on in slack times.	Some shops do.	Yes; when trade is slack, men work week on and week off by turns.	None (which the secretary regrets; but the other maintains some is done).
8. <i>a.</i> Do you work much overtime in this Branch? <i>b.</i> At what remuneration?	<i>a.</i> To some small extent. <i>b.</i> 1 or 1½ or 1¾ according to the shop.	<i>a.</i> A good deal, 53s. a week quite a regular weekly wage. <i>b.</i> 1½ till 9, 1½ afterwards; Sundays 2.	<i>a.</i> Very little. <i>b.</i> 1½ and 1½.	<i>a.</i> Very little indeed. <i>b.</i> 1½ and 1½.	<i>a.</i> Not much. <i>b.</i> 1½ and 1½.	<i>a.</i> Not much except breakdowns. <i>b.</i> 1½.	<i>a.</i> Not systematic- ally, but some. <i>b.</i> 1½, 1½, 2.
9. How many men are out of work in this Branch at different times?	Only 1 now; 4 or 5 on an average, rising sometimes to a dozen.	20 men out in slack times. (A great many super-annuated members here; £25 a week is paid in benefit.)	Hardly any now. In bad times 60 to 80, and in exceptionally slack, 140 to 150.	Practically none. Few since 1894; but in Jan. 1894, when trade was exceptionally bad, 2½ out.	30 to 40 in slack times.	Not many.	During bad times perhaps 2½ or 3½.
10. <i>a.</i> What propor- tion of the members of the Branch were born and apprenticed outside the town? <i>b.</i> Do many of your members permanently go away from the town?	<i>a.</i> Most of them come from Devon or Cornwall. <i>b.</i> Yes, a good many, but not so many as come in.	<i>a.</i> Very few born here. <i>b.</i> A number go away.	<i>a.</i> Very few Sheffield men; a number come from the Midlands. <i>b.</i> Men come and go a great deal, and these about balance.	<i>a.</i> Mostly Leeds men, but some strangers. <i>b.</i> Most of the ap- prentices join the Leeds Union.		<i>a.</i> Come from all places, and a number from Yorkshire. <i>b.</i> Comers and goers about balance.	<i>a.</i> Majority are Man- chester men, but a good many come in to get a better wage. <i>b.</i> Very few.
11. General remarks.	Trade has been going away to a cer- tain extent. People say the reason for lower wages here than in the North is the poorness of the work done by the men, and their slowness. It must also be re- membered that the mechanical appliances here are much worse, machinery is bad, and so forth.						

REMARKS BY HEAD SECRETARY (*Iron-founders*).—There is not the same difference between town and town as exists among the engineers. Such differences as there are, are mainly due to the fact that in some places men are only trained in special work. Particularly is this the case in the Eastern Counties¹ where agricultural work is done; also in railway centres, such as Derby; and a case was mentioned of a man at Oldham who after many years had done nothing but make little wheels. There are of course great differences between individual workers, but want of skill cannot be specifically shouldered upon certain districts. In Birmingham the work is very light, marine or other heavy work being excluded by reason of distance from the sea. In Man-
chester and in Leeds a very good class of work is done. In reference to the railway centres the constant repetition of the same work requires less skill. It should also be borne in mind that in such places men are largely tied to the shops by arrangements for sick benefit and the like. The work at Sheffield is steel work. Though heavy, this cannot be said to require a great deal of skill.

¹ The secretary quoted instances to show that men in the Eastern Counties have peculiarly strong associations with their home, and cannot be induced to leave, even for a considerably higher wage.

ENGINEERS.

	BRISTOL.	BIRMINGHAM.	DERBY.	SHEFFIELD (not by Secretary, but by a Worker and by an Employer).	LEEDS.	BRADFORD.	MANCHESTER
1. For minimum wage see Question 11. b. How many hours are worked per week? c. Is there any piece-work done? d. How many members are there in the Branch?	b. 54. c. None for Union men. d. 500.	b. 53. c. No (but occasionally in old shops it is done, on the understanding that time and a quarter is paid at least). d. 1400.	b. 54. c. A little in contract shops, and entirely in the Midland works. d. 450.	b. 54. c. Only in those shops where it has been going on for some time. d. 800 to 1000.	b. 54. c. Yes. d. 2168.	b. 53. c. — d. 860.	b. 53; in some 48. c. Some done. d. 6500 (Manchester and immediate neighbourhood).
2. Is the work done the same as that done in other towns under the same name?	Yes; but all work done here is repair work. Proximity to Swindon accounts for this.	Greater variety done here than anywhere else.	Sugar machinery and railway works.	Chiefly heavy work.	Principally tool-making, locomotive work, stationary engines, tram engines, and textile machinery.	Mills and general engineering.	All kinds, general, locomotive, tools, textile machinery, &c.
3. a. Does it often happen that individual workmen obtain higher wages than the Trade Union minimum? b. What may they obtain?	a. About 10 per cent. perhaps. b. 36s. or 38s., or even 39s. or 40s.	a. and b. Majority work only 48 hours now. Majority get 50s. or 60s., and though this is partly due to the present excellence of trade, a good man may generally make 50s. a week. (See 12.)	a. and b. Leading hands get 34s. Railway shops keep the pay down, but provide a number of privileges.	a. and b. In one shop 48 hours. Sometimes fitters get a little more; some skilled men up to 40s. or 45s.	No.	a. A fair proportion get more. b. 3s. or 4s.	a. $\frac{1}{2}$ are getting more. b. 38s., 40s., and 42s. (i.e. instead of 36s.)
4. a. Are non-Union men employed to any extent? b. Are boys?	a. Very few; but you will always find that where there are wagon works, handy boys are made men, and get low wages—especially smiths—earning perhaps 24s. to 26s. b. Apprentices unlimited; 1:4 perhaps a fair average.	a. There is a tool-makers' Society, and also a small number of real non-Society men. b. 1 boy to 3 men.	a. The great majority at the Midland are non-Society men. b. —	a. About 150. b. A good many boys, especially in one shop.	a. Yes. b. Yes, particularly in textile work.	a. From 100 to 200. b. Not too many boys.	a. 2000 about. b. Limited to $\frac{3}{4}$, but not enforced. Perhaps $\frac{1}{2}$ represents the numbers.
5. a. Do the employers and men work harmoniously? b. What have been recent changes, if any, in wages? c. In hours?	a. Very well. b. 32s. to 33s. last year. c. None.	a. Very well. b. 34s. to 36s. at Christmas. c. None.	a. Yes. b. 6 months ago a rise of 2s. c. None.	a. Very well. b. 3 or 4 years ago an advance of 2s. c. Attempt to reduce from 54 to 53.	a. Very fair. b. Rises of 2s. in 1887, 2s. in 1890, 2s. in 1896. c. None.	a. Generally. b. 2s. advance last October. c. None.	a. Very well; never any troubles. b. Rises of 1s. in Oct. 1896, 1s. in Jan. 1897. c. None.
6. a. What is the state of trade just at present? b. And taking a number of years together, is it increasing, on the whole, in the town?	a. Good. b. No; several shops have shut up. (See 12.)	a. Exceptionally good. b. Very much.	a. Moderate. b. No.	a. Good. b. Going steadily up, constant small increase. Numbers of Union 7 or 8 years ago were 600 or 700.	a. Very good. b. Considerably, especially hydraulic machinery; and for trams, electric lighting, &c., sent to Blackpool, and to foreign parts—Spain.	a. Good except mills. b. Considerably.	a. Very good. b. 6 or 7 years ago 5000 members.
7. To what extent do men work short time?	Very little worked; but sometimes railway works have it, then men are paid by the hour.	Not worked.	Very little.	In slack times men sometimes go after breakfast, or do not work Saturday or Monday.		Fair amount.	Sometimes 1 day a week off.

8. a. Do you work much overtime in this Branch? b. At what remuneration?	a. Very little done. b. 1½, 1½, 2; but railway works never pay more than 1½.	a. More or less systematic. b. 1½ up till 7, 1½ afterwards.	a. Very little at the Midland. b. In contract shops 1½, 1½.	a. In repair work occasionally, and systematic in some shops. b. 1½, 1½, 2.	a. A very fair amount. b. 1½, 1½.	a. Not much. b. 1½.	a. — b. 1½, 1½, 2.
9. How many men are out of work in this Branch at different times?	5 or 6 now; at the beginning of last year perhaps 20 or 30. In railway works men are very rarely turned off in slack times; but in the contract shops frequently. This partly accounts for the difference in wage. But also the 34s. shops get better men.	12 months ago 34 ⁰ out.	4 per cent. or 5 per cent. are out in slack times.	Not much in the last 2 years. Average perhaps 40 or 50 (? in bad times).	Practically none.	Never anywhere.	
10. a. What proportion of the members of the Branch were born and apprenticed outside the town? b. Do many of your members permanently go away from the town?	a. Probably quite ½. b. Also a great many go away; perhaps gain and loss about equal.	a. A great many. b. No.	a. From all over the country they come. b. But comers and goers about balance.	a. Nearly all are outsiders. b. There is a great deal of shifting.	a. No immigration. b. Some have gone to Beeston and Nottingham.	a. Mostly Bradford men. b. And most stay in the town.	a. A number of men come in to seek employment. b. —
11. Minimum wage of— a. Fitters and turners? b. Smiths? c. Angle-iron smiths? d. Millwrights? e. Pattern-makers?	Turners, &c., 33s., but some shops pay 34s. (33s. always paid in railways works). c. 35s.	a. 36s. d. 38s. Gun and ammunition, 38s.	a. 31s. b. 32s. c. 34s.	a. and b. 36s. (some 38s.). Machine-men 32s.	a. 32s. b. 33s. c. 32s. d. 32s. e. 36s.	a. 32s., e. 36s., ordinary shops; but in mills, a. 36s., c. 34s.	a. and b. 36s., machine-men 34s., e. 40s.; but in locomotive shops, a. 34s.
12. General remarks.	Some big shops having some hundreds of workmen have recently removed. Of their men, a large proportion—perhaps ¾—followed the work; of the remainder, some got work in the town, others in the neighbourhood; but it tells on the Union, partly because old men who would have continued in work fall out and become superannuated, and partly because only small shops have been left, and the Union has more trouble in dealing with them.	Note to 3.—I am afraid the answer given here is not quite a reply to the intention of the question, as it almost undoubtedly refers to a man working overtime.	Wages low, but obtain a great many privileges on the railway, free passes, &c.		Men get 6d. a day extra for working away from the shop, 1s. above 3 miles and under 10. Walking time and travelling expenses allowed in all cases, and if not returning home at night 3s. for expenses. (According to my paper this is per day.)	All travelling expenses paid.	

REMARKS BY GENERAL SECRETARY.—Disregarding marine work which is done in Glasgow and on the North-East Coast, the best provincial work is done at Manchester, with which may be coupled Oldham and Rochdale. Leeds and Birmingham follow soon after, and with them the rest of the Yorkshire principal towns. The Sheffield work, though heavy work, is distinctly coarse. Bradford is not strictly an engineering centre at all, but a fair amount of repair work is done there. Bristol has gone back; there used to be good work done there, but the best shops have ceased, and some of them have gone to S. Wales. Derby being a railway centre, the workers are employed to do the same piece of work over and over again, and thus the employment becomes in time of a less skilled character. Also the principle of sick benefits in connection with the railway work tends to keep men in the shops. In the Lancashire district "engine" men get about 2s. per week more than "machine" men. This no doubt originated because their work required more skill; but it is doubtful whether this is so to-day, but the difference is kept up through custom. Summing up, there are distinct differences between the skill of the workers in various towns; in some cases this difference may be considerable; thus a Keighley man would find great difficulty in getting employment at Manchester.

	BRISTOL.	CARDIFF (District Delegate—by post).	BIRMINGHAM.	SHEFFIELD.	LEEDS (District Delegate—by post).	BRADFORD (by post).	MANCHESTER AND DISTRICT, INCLUD- ING ROCHDALE (by Delegate).
1. What is the Trade Union minimum now? (a) Angle-iron smiths. (1) b. Platers. c. Riveters. (2) c. Holders-up. (3) How many hours are worked per week? (4) Is there any piecework done? (5) How many mem- bers are there in the Branch?	(1) a. 38s. b. 36s. new work; 39s. dirty work. c. 32s. d. 23s. (2) 54. (3) Very little; used to be nearly all. (4) 122, of whom 24 are superannuated.	(1) Average 39s. per week. (By another sec- retary, mostly riveters.) (For wages in various branches, see 12.) (2) 53. (3) Piecework is the general custom. (4) 68s.	(1) a. 38s. and £2. b. 36s. and 38s. c. 30s. and 32s. d. 24s. and 26s. (2) 53. (3) Not much. (4) 95.	(1) a. 42s. b. 38s. c. 34s. d. 29s. (2) 54. (3) None. (4) 300.	(1) a. 40s. b. 36s. c. 32s. d. 27s. (2) 54 at present for a full week. (3) — (4) 300.	(1) a. 38s. b. 35s. c. 33s. d. 30s. (Other rates see 12.) (2) 53. (3) Only by angle smiths. (4) 86.	(1) a. 40s. to 42s. b. 38s. to 40s. c. 34s. d. 32s. (2) 53. (3) Occasionally. (4) 1550 for the whole district (Rochdale 25).
2. Is the work done the same as that done in other towns under the same name?	All kinds of work done at Bristol. (Note that very little new work is done at Newport, Cardiff, or Barr; but new work is done at Chepstow, mostly bridges and girders.)	Principally it is.	Yes; general, gas- holders, &c.	Yes. (Note that in Bristol and Cardiff prin- cipally riveters.)	The work done is mostly locomotive boilers and tanks, with a variety of other work, consisting of gas-holders, railway waggon under-frames and bogies, and a few Lancashire boilers (sta- tionary).	"Lancashire boiler," vertical boiler, prin- cipally. There are also made a large number of fans for forced draught (these fans are used almost exclusively for marine boilers). Marine boilers are not made in Bradford.	In Manchester, ship repairs, stationary loco- motives.
3. Does it often hap- pen that individual workmen obtain higher wages than the Trade Union minimum? What may they ob- tain?	No; the rates are ad- hered to; but just occa- sionally one man gets 2s. extra.	Not often.	The higher rates quoted are for heavier work; more men are getting the lower rates. None get over.	Not at all.	In a few cases special men doing the welding and flanging, and also men marking out work, do obtain an increase of 2s. a week.	Very rarely. There are 1 or 2 individual workmen who can com- mand 1 or 2 shillings more per week.	Just 1 or 2, and may get as much as 7s. or 8s. more.
4. a. Are non-Union men employed to any extent? b. Are boys? c. What wages may they obtain?	a. 20 (as against 95 to 100 Union workers). These are largely Union men expelled for not pay- ing subscriptions. They get Union wages some- times, but often only 26s. or 28s. b. Not many, 1 to 3 men; may become ap- prentices, but often a handy lad becomes a holder-up, and so may rise to other branches. c. —	a. None. b. Only as apprentices, getting 6s. to 15s. c. —	a. Over 200; about 25 per cent. less wages. b. Apprentices limited to 4, but not altogether enforced. c. —	a. About 4 only. b. and c. 5 boys to 14 men. Apprenticeships last 5 or 7 years, and the boys get 5s. up to 10s.	a. There are 100 to 120 non-Union men. b. Boys as apprentices about 1 to every 3 men. c. Their wages run from 4s. up to 12s.	a. No; workmen find it to their advantage nowadays to become members of the Society. Where Society men are employed the whole body are members. Only 1 firm where Society men are scarce, and this firm pays 2s. 8d. per week less than minimum. b. Limited; 2 boys to 7 men. c. —	a. About 6 in Roch- dale. b. Boys' limit 1. c. —
5. a. Do the em- ployers and men work harmoniously? b. What have been recent changes, if any, in wages? c. In hours?	a. Yes; there have not been any disputes lately. The district delegate for S. Wales and Bristol helps to settle disputes. Previous to that lost 2 shops. b. and c. No changes lately, but about 4 years ago riveters and holders- up gained 2s.	a. Very well indeed. b. None. c. 54 to 53.	a. Fairly. b. None. c. Five years ago to 53 (no trouble in getting it).	a. Very well. b. and c. None; but a new shop has recently been converted into a Society shop.	a. Not harmoniously in the past, but a decided improvement is taking place. There has been a slight change in wages, mostly affecting men who were below the above rates. b. None. c. Are at present nego- tiating for a reduction of hours from 54 to 53, and will probably be successful.	a. Yes; "but while the harmony on the men's side is voluntary, that on the employers' side is compulsory, the Union being '98' per cent. strong." b. Yes; 1s. advance in October 1896, 1s. in January 1897. c. No.	a. Yes. b. and c. None for 12 years.

6. <i>a.</i> What is the state of trade just at present? <i>b.</i> And taking a number of years together, is it increasing, on the whole, in the town?	<i>a.</i> Very good just now, and will last for a week or two. <i>b.</i> No; going steadily down (see 12). 14 days or 3 weeks considered a good job now.	<i>a.</i> Pretty fair. <i>b.</i> More work turned out now. Society 30 more members now than a few years back.	<i>a.</i> Good. <i>b.</i> In 7 years double the work. Union members going from 180 to 300.	<i>a.</i> Fair at present. <i>b.</i> The volume of trade shows a slight increase over any given number of years in the past.	<i>a.</i> Moderately good. <i>b.</i> The volume of work done is undoubtedly increasing, though machinery plays a very active part in the production of boilers, more than formerly. In a word, there is more work done with the same number of men.	<i>a.</i> Bad in Rochdale, but good elsewhere. <i>b.</i> Increasing to a certain extent in the district, but not in Rochdale.
7. To what extent do men work on short time?	Very seldom.	Not now, but in slack times men sometimes do 3 days on and 3 off.	Not as a rule.	<i>a.</i> No. Men work a full week of 54 hours, oftentimes working overtime, although a large percentage may be walking the streets out of employment. <i>b.</i> Overtime varies with the state of trade. All overtime, in the opinion of the delegate, is excessive and wrong. <i>c.</i> 1½ first 2 hours, 1½ afterwards.	When trade is slack some work short time, and some do not get the chance to work at all.	Very seldom.
8. <i>a.</i> Do you work much overtime in this Branch? <i>b.</i> At what remuneration?	<i>a.</i> — <i>b.</i> 5 o'clock to 7 o'clock counts as 2½ hours; 5 o'clock to 8.30 o'clock counts as 4½ hours. The night (with 1½ hours off for supper, &c.) counts as 17 hours.	<i>a.</i> Very little. <i>b.</i> 1½ first 4 hours, 1½ afterwards.	<i>a.</i> Yes, a great deal; especially now. A great effort is being made to import labour. <i>b.</i> 1½ first 2 hours, then 1½.	<i>a.</i> Overtime varies with the state of trade. All overtime, in the opinion of the delegate, is excessive and wrong. <i>b.</i> 1½ first 2 hours, 1½ afterwards.	<i>a.</i> Yes. <i>b.</i> 1½ first 2 hours, 1½ for the rest of the night, making a whole night count 15½ hours.	<i>a.</i> Just occasionally. <i>b.</i> 1½ and 1½ (see 12).
9. What number of men do you have out of work at different times?	Only 1 now, but sometimes 12, 18, or 20. When room they go over and get a job in Wales; but men are not willing to come from there to Bristol when trade is good in the latter, because of the lower wage in Bristol.	10 to 12, average for bad times; 20, exceptional.	60 in very bad times, but 20 would be an average.	The numbers vary, but probably an average of 8 per cent. would not be above the mark in slack periods.	More or less as the case may be.	200 or 300 may be out in very slack times.
10. <i>a.</i> What proportion of the members of the Branch were born and apprenticed outside the town? <i>b.</i> Do many of your members permanently go away from the town?	<i>a.</i> Most are Bristol men now, though in olden days some used to come in. <i>b.</i> Men go over to Barry, Cardiff, and Newport, but mostly only for a short time.	<i>a.</i> Majority are Birmingham men, but some come in. <i>b.</i> Comers and goers about balance.	<i>a.</i> A good many come from outside. <i>b.</i> More come in than go out at present.	<i>a.</i> Not a very large proportion, but it is rather difficult to ascertain. <i>b.</i> —	<i>a.</i> 75 per cent. born and apprenticed in Bradford. <i>b.</i> Not many. Some go away into the shipbuilding, and do fairly well.	<i>a.</i> Majority are district men, but some from Yorkshire, &c. <i>b.</i> Comers and goers about balance.
11. Are any travelling expenses paid by the employer?	No. (Society pays fare if a new job is found for a man, but in that case he must stay 3 months if the job is still going.)	Yes; all expenses.			Yes; on repair work only. Fares, tram or rail, to and from the job.	Yes; allowance according to distance, and all walking time.
12. General remarks.	One large work employing 40 or 50 boiler-makers has gone away; trade is leaving the town; not so many ships come this way, and those that do come go to be repaired at Cardiff, &c., where, though wages are higher, they are said to be done more cheaply.	The Society does not publish comparative figures, because it was found to be a weapon in the hands of the employers.			<i>Other Wages.</i> Drillers . 15s. to 20s. Strikers . 18s. " 22s. Labourers 14s. " 18s. Tinplate makers { 38s. (a class of foremen) The numbers given above for the Union, do not include drillers and labourers, who are not eligible for membership.	In Oldham men work in night shifts sometimes (i.e. not as well as in the day), and count 18 hours for the night.

REMARKS OF THE HEAD SECRETARY (*Boiler-makers*).—The work done in the agricultural districts is light work—thin boiler-plates not exceeding ¼ inch thick, rivets not more than ¾ inch diameter. At the seaport towns, Manchester, Hull, Liverpool, Newcastle, and to a certain extent Carlisle, the work is much heavier—plates up to 1½ inch thick, rivets 1½ inch diameter. ¾ of the men are employed at ship-work, which is almost universally paid by the piece. The same rates prevail over large areas, and there is not much difference when you pass from one district to another; moreover, when any change is made in one district it is followed within a month or two all over the country. Of the other work, large quantities are paid by the piece, so that the timework rates cannot be regarded as representative. Nevertheless, when timework is done, men very rarely get above the minimum rate. Men do not shift about very much, and the Union does not encourage them to do so, for employment is pretty regular. Both employers and men are quite ready to have short time when trade is slack, and ¾ time is not unusual. In the same way overtime is worked when there is a press. An employer's work is about regular from year to year, but is not evenly distributed throughout the year. All these remarks apply nearly equally throughout the country.

SHIPWRIGHTS.

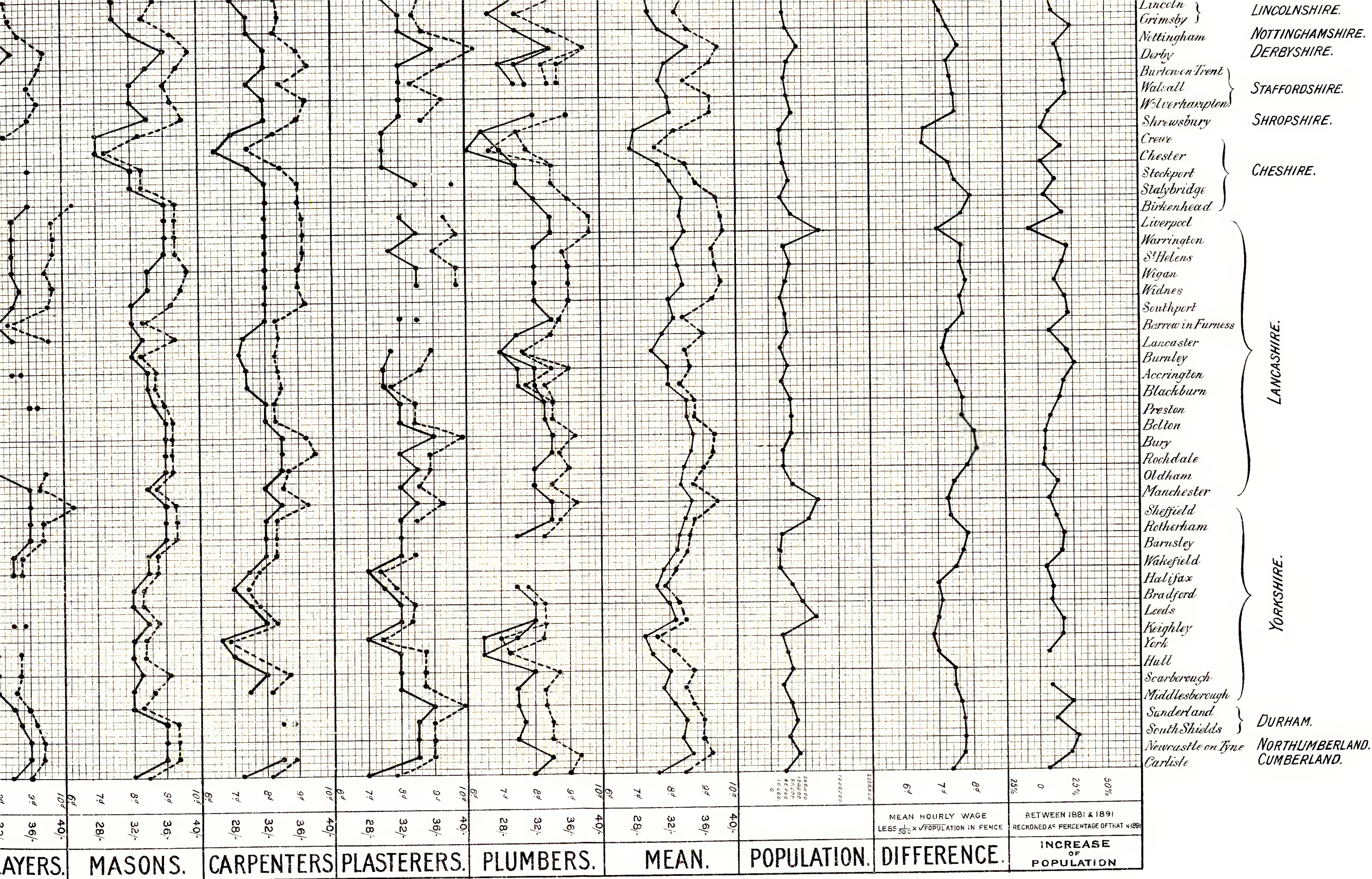
	BRISTOL.	CARDIFF.
1. <i>a.</i> What is the Trade Union minimum now ? <i>b.</i> How many hours are worked per week ? <i>c.</i> Is there any piecework done ? <i>d.</i> How many members are there in the Branch ?	<i>a.</i> 30s. <i>b.</i> 54; 45½ (4 months). <i>c.</i> Occasionally, only the last 12 months. <i>d.</i> 150.	<i>a.</i> 39s. <i>b.</i> In summer 54; being reduced to 53 in yards, but outside 48. In winter 48, being reduced to 47, Nov. and Feb.; 42, being reduced to 41, Dec. and Jan. <i>c.</i> Some. <i>d.</i> 402.
2. Is the work done the same as that done in other towns under the same name ?	In all this district only repair work is done; no new building, that is done in the North. In Bristol alone of all towns, shipwrights do iron-work as well as wood.	Only woodwork repairs. Building used to be done.
3. Does it often happen that individual workmen obtain higher wages than the Trade Union minimum ? What may they obtain ?	No.	No.
4. <i>a.</i> Are non-Union men employed to any extent ? <i>b.</i> Are boys ? <i>c.</i> What wages may they obtain ?	<i>a.</i> Hardly any real shipwrights, perhaps 2 or 3; and 2 or 3 handy men. <i>b.</i> 12 apprentices (earning 6s. upwards). <i>c.</i> —	<i>a.</i> No. <i>b.</i> and <i>c.</i> About 50, getting from 4s. to 12s.
5. <i>a.</i> Do the employers and men work harmoniously ? <i>b.</i> What have been recent changes, if any, in wages ? <i>c.</i> In hours ?	<i>a.</i> Yes. <i>b.</i> and <i>c.</i> None.	<i>a.</i> Yes. <i>b.</i> and <i>c.</i> None.
6. <i>a.</i> What is the state of trade just at present ? <i>b.</i> And taking a number of years together, is it increasing, on the whole, in the town ?	<i>a.</i> Very good. <i>b.</i> No, going down; 30 or 40 years ago there were 300 or 400 journeymen and 200 apprentices. (See 11.)	<i>a.</i> Good. Been bad lately <i>b.</i> Not so many men as used to be. (See 11.)
7. To what extent do men do short time ?	No short time is worked.	No short time.
8. <i>a.</i> Do you work much overtime in this Branch ? <i>b.</i> At what remuneration ?	<i>a.</i> Overtime disliked. <i>b.</i> 1½ on ordinary days; Saturday after 1 o'clock, &c., double time.	<i>a.</i> Some. <i>b.</i> 1½; on Saturday more.
9. How many men are out of work in this Branch at different times ?	Generally about ½ out of work, and have been so for several years; but just at present, and for 1897, so far, none.	Often ½ the men out.
10. <i>a.</i> What proportion of the members of the Branch were born and apprenticed outside the town ? <i>b.</i> Do many of your members permanently go away from the town ?	<i>a.</i> Mostly Bristol men. <i>b.</i> A number have gone. Some go to South Wales; 30 went last year to Obatham, Portsmouth, &c.	<i>a.</i> Very few born here, only the younger men. Cardiff has been growing so enormously. <i>b.</i> 30 or 40 have gone to Portsmouth.
11. General remarks.	Trade altogether falling off; employers do not go, but business is less. Steamboats are made elsewhere, and these are displacing sailing vessels. (Note, Bristol has imports, but no exports.)	Travelling expenses are paid by employer if men sent to Barry or so. Trade was progressing well up till a few years ago, when building ceased. Then there were a large number of regular workmen. Now each yard has only about 6 regular men, the rest casuals. Now boiler-makers build the iron ships.

TOWN STATISTICS.

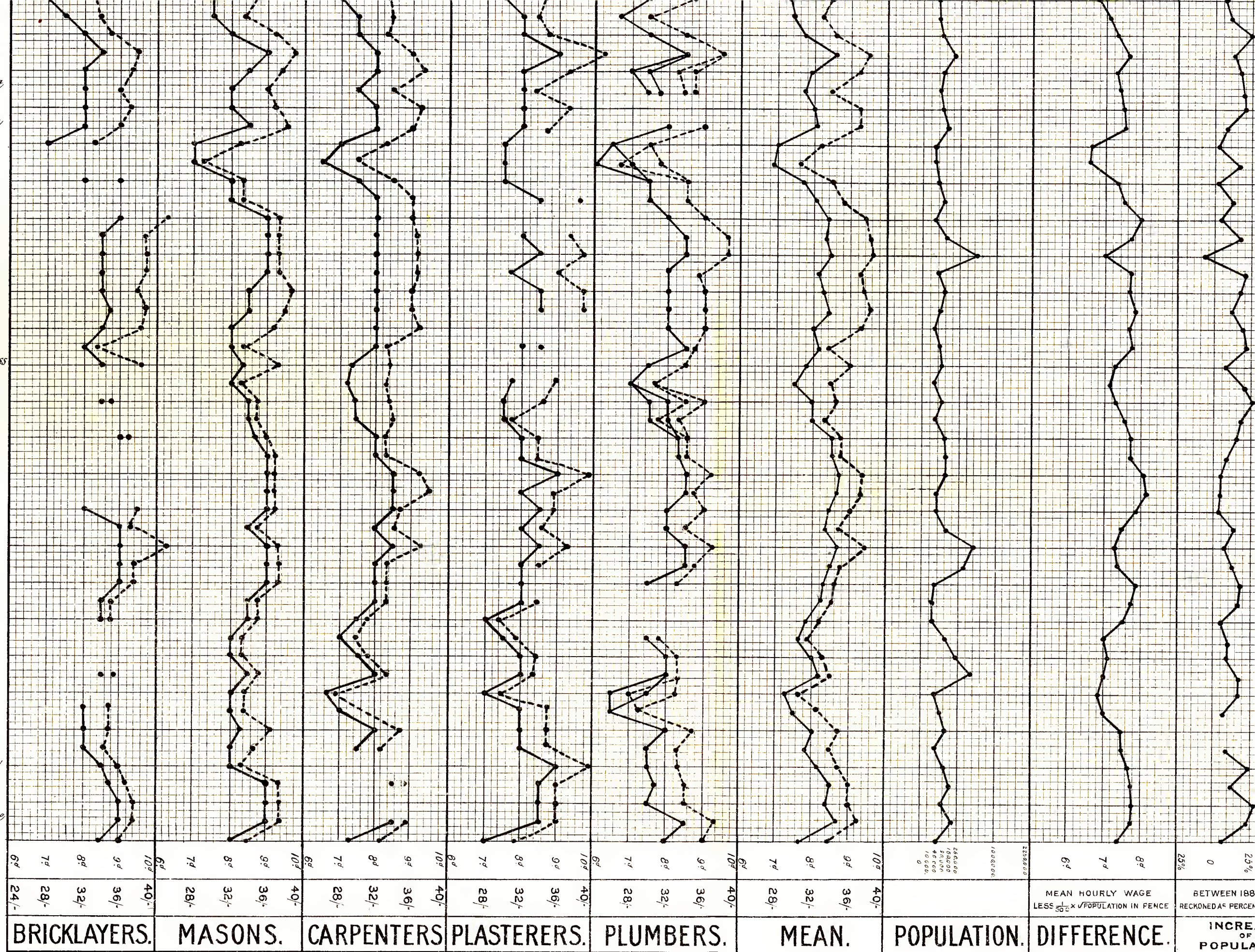
RENT									
BRISTOL.	HEREFORD.	BIRMINGHAM.	DERBY.	SHEFFIELD.	LEEDS.	BRADFORD.	ROCHDALE.	MANCHESTER AND SALFORD.	
Average about 6s. 6d.	5s. 6d.	From 5s. to 6s., or according to another 4s. 6d. to 5s.	4s. 6d. to 6s.	4s. 6d. to 6s.	Average is put by some at 5s. 6d., but others make it 4s. 6d.	4s. to 7s. Average 5s.	4s. 6d. to 5s. 6d.	5s. 6d. to 7s.	
2 sitting-rooms, scullery, and 3 bedrooms.	4 rooms and a scullery.	2 sitting-rooms, scullery, and 3 bedrooms.	6 rooms.	4 rooms (10 x 9 ft.).	3 rooms and a scullery and cellar.	3 rooms and a scullery.	2 sitting and 2 bedrooms.	2 rooms, scullery, and 2 bedrooms.	
5 rooms and a scullery by far the most usual, but a few have 1 room less. The prices range from 6s. 6d. to 7s. 6d. for houses within 2 miles from the centre of the town; 5s. 6d. to 6s. 6d. for those farther off. 6s. 6d. is taken as an average by comparing the reports of several authorities.		Price varies with the locality.		A few "single" houses at 3s. 6d. to 4s. are sometimes (according to one authority) used by Union men. Another authority, on the other hand, maintains that 4s. 6d. is too low. (A single house is an inferior kind of back to back house.)	Rents in Leeds cheap as compared with other neighbouring towns. An artisan earning 30s. to 35s. often takes house at 4s. 3d., accommodation as above. 4s. 6d. house sometimes has attic as well. So some state that 3 bedrooms, &c., without 6s. or 6s. 6d., not unknown. But against this, several houses with poorer accommodation are taken by skilled artisans at 3s. 10d., 3s. 6d., or even 3s., the latter being back to back.	4s. back to back houses, with 3d. extra for the front house. Some people who work at night like the back of a front house, 3s. 6d. because it is quiet during the day.	Some have "single" houses with only 2 rooms, but these if in a good neighbourhood perhaps let for 5s. front house, 3s. 6d. back.		
VITAL STATISTICS									
Population in thousands. c. Last year estimated.	About stationary.	a. 438. b. 479. c. 497 (for 1895).		a. 281. b. 325. c. 343 (for 1895).	a. 309. b. 367. c. 402 (for 1896).	a. 195. b. 216. c. 226 (for 1895).	a. 69. b. 71.5. c. 73 (for 1896).	a. 453. b. 509. c. 527 (for 1896).	
d. Increase per 1000 from 1881 to 1891. e. Increase per 1000 per annum now. f. Death rate. g. Marriage rate. h. Birth rate. i. Deaths of infants under 1 year per 1000 births. j. Number of persons to 1 acre.		d. 93. e. 9. f. For 1895, 19.9. g. " " 8.9. h. " " 32.3. i. " " 182. j. " " 39.1.		d. 160. e. 14. f. For 1895, 20.5. g. " " 8.1. h. " " 34.9. i. " " 197. j. " " 17.4.	d. 190. e. 18. f. For 1895, 20.5; for 1896, 19.2. g. " " 9.0. h. " " 26. i. " " 203. j. " " 21. k. For 1896, 31.6. l. " " 191. m. " " 18.3.	d. 106. e. 11. f. For 1895, 19.8. g. " " 9.0. h. " " 26. i. " " 203. j. " " 21.	d. 36. e. 4. f. For 1896, 19.2. g. " " 25.5. h. " " 152. i. " " 17.4. j. " " 40.7.	d. 122. e. 7. f. For 1895, 25.2; for 1896, 24.5. g. For 1896, 8.7. h. For 1895, 33.7; for 1896, 33.4. i. For 1896, 202. j. " " 40.7.	
FEMALE LABOUR									
Is there much female labour?	Yes, any quantity.	A great deal.	Little or none (what there is, badly organised).	Not much.	Yes; more than Sheffield, but not so much as in Bradford. (See general answers below.)	More than in other parts of Yorkshire, but less than in Lancashire.	There are women ready to do all the work to hand, which is abundant.	A great deal, but not quite so much as in the smaller towns of Lancashire.	
In what trades?	Tobacco, chocolate, cocoa, stationery, card-box making, wholesale clothing, boot and shoe, confectionery, stay and corset, cotton (1 large mill).	Screws, cigars, buttons, silver, printing, ruling, jewellery, &c.		Silver work (burnishing and polishing); in the wire-houses of the cutlery trades.	Clothing; mill hands, weaving wool (earning 10s. to 12s. a week).	Mills.	Mainly mill-work.	Factories—weaving, underclothing (working sewing machines run by power), india-rubber works, printing, pasting, &c.; shirtmaking; both in factories and in piecework at home; also in shipping houses ticketing piece of cloth, and minding laces in bolt works.	
Do relatives of Trade Union artisans work?	Yes, the children. Not the wives as a rule. Occasionally might take some home to do in wholesale clothing.	Children, but not wives.		Hardly at all (chiefly confined to relatives of labourers and poorly paid cutlers).	Little, if at all. Daughters often, but not wives.	Most of the daughters, but few wives.	All the daughters work as a matter of course; and wives frequently, till the children are 12 years old.	Daughters generally, but not always; wives occasionally.	

	Are there plenty of open spaces?	Yes.	Good parks, &c., but in the suburbs.	Yes.	Yes.	Yes.	Plenty of open spaces, and slum property is being converted.	Yes.	
	Is the town well supplied with theatres, &c.?	Yes, 2 theatres, 3 music halls.	Yes.	Yes.	Yes.	Yes.	Yes, a theatre and other amusements.	Yes.	
	Is the town well supplied with libraries?	Well provided.	Yes, art gallery, &c.	Yes.	Yes.	Yes.	Yes.	Yes.	
	General remarks.	Tramcar service very good, especially the electric cars.							
	Temperance: Number of inhabitants to 1 license.	191.	207.		185.	314.	239.	200 (about).	
RECREATION.				Railway works mainly; also printing, book-binding, &c.	Cutlery and silver work. Immigration into the carrying trades and to the mines. Emigration from the local industries to Birmingham and to the United States, America.	Woolen weaving, also wholesale clothing, and metal works. Leeds, Bradford, Leicester, Nottingham, and the Lancashire towns are the great places for female labour. Very little at Sheffield. Hence many women come from the latter and take lodgings in Leeds. They do not compete with men, or very little indeed. They weave and work sewing machines and watch textile machinery. When they marry they often continue for 2 or 3 years, and then it is the practice of Leeds employers to give them home work—sewing on buttons, &c. This work is not given out indiscriminately to any one who asks for it. Most working-men's families have a daughter or more working in the mills. Leeds, <i>quid</i> women-workers, is about on a par with Bradford, or rather fewer perhaps. Trade Union artisans' daughters can't be prevented from working like the rest "to get pocket-money."	Wool, &c.	Cotton mills. Climate generally damp. People buy largely at the stores, whence, though the prices are not so very low, they draw bonus every now and again. People have plenty of meat, &c., and generally live without stint, frequently visiting the theatre, &c.	Merchant work (shipping houses, goods packed for shipment), also some mills, &c.
GENERAL	What are the staple trades of the town?	None very especially; but boot and shoe and sugar refining are pre-eminent; very rarely a general depression. Shipping industries are leaving the town, but those who go to Cardiff find a much rougher kind of life there.	The cutlery and silver trades; but cycling work largely done now. Men are being got in from everywhere for the cycling trade; any one who can use a file can command high wages just now—men and boys.	nearly; also printing, book-binding, &c.	Immigration into the carrying trades and to the mines. Emigration from the local industries to Birmingham and to the United States, America.	Woolen weaving, also wholesale clothing, and metal works. Leeds, Bradford, Leicester, Nottingham, and the Lancashire towns are the great places for female labour. Very little at Sheffield. Hence many women come from the latter and take lodgings in Leeds. They do not compete with men, or very little indeed. They weave and work sewing machines and watch textile machinery. When they marry they often continue for 2 or 3 years, and then it is the practice of Leeds employers to give them home work—sewing on buttons, &c. This work is not given out indiscriminately to any one who asks for it. Most working-men's families have a daughter or more working in the mills. Leeds, <i>quid</i> women-workers, is about on a par with Bradford, or rather fewer perhaps. Trade Union artisans' daughters can't be prevented from working like the rest "to get pocket-money."	Wool, &c.	Cotton mills. Climate generally damp. People buy largely at the stores, whence, though the prices are not so very low, they draw bonus every now and again. People have plenty of meat, &c., and generally live without stint, frequently visiting the theatre, &c.	Merchant work (shipping houses, goods packed for shipment), also some mills, &c.

		BRICKLAYERS.					MASONS.					CARPENTERS.					PLASTERERS.					PLUMBERS.					MEAN.					POPULATION.					DIFFERENCE.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
		24/-	28/-	32/-	36/-	40/-	28/-	32/-	36/-	40/-	28/-	32/-	36/-	40/-	28/-	32/-	36/-	40/-	28/-	32/-	36/-	40/-	28/-	32/-	36/-	40/-																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														



LINCOLNSHIRE	{ Lincoln
NOTTINGHAMSHIRE	{ Nottingham
DERBYSHIRE	{ Derby
	{ Burton on Trent
STAFFORDSHIRE	{ Walsall
	{ Wolverhampton
SHROPSHIRE	{ Shrewsbury
	{ Crewe
	{ Chester
CHESHIRE	{ Stockport
	{ Stalybridge
	{ Birkenhead
	{ Liverpool
	{ Warrington
	{ St Helens
	{ Wigan
	{ Widnes
	{ Southport
	{ Barrow in Furness
	{ Lancaster
	{ Burnley
	{ Accrington
	{ Blackburn
	{ Preston
	{ Bolton
	{ Bury
	{ Rochdale
	{ Oldham
	{ Manchester
	{ Sheffield
	{ Rotherham
	{ Barnsley
	{ Wakefield
	{ Halifax
	{ Bradford
	{ Leeds
	{ Keighley
	{ York
	{ Hull
	{ Scarborough
	{ Middlesbrough
DURHAM	{ Sunderland
NORTHUMBRLAND	{ South Shields
CUMBERLAND	{ Newcastle on Tyne
	{ Carlisle



INDEX

References are to Pages.

ABBREVIATIONS.—S. I. stands for Sheet of Information; M., Map; G. S., Graphic Scheme;
T. U., Trade Union.

- ABNORMAL conditions noticed, 12, 14, 18;
 explanation offered, 52, 54.
Accrington, 6, M. I., II.
Acre, number of persons to one, 50, 82.
Advantages of one town over another, 20,
 21, 46-49; of the town over the suburbs,
 46; small, an addition to wages, 20, 24,
 29, 44, 53, 56-81.
Alderley Edge, 12.
Allowance for different sizes of towns, 9, 10,
 17, 18.
Altringham, 12, M. II.
Angle-iron smiths, 44, 78.
Answers to questions, method of obtaining,
 24, 25; explanation of, 25, 26; discussion
 of, 26-54; tabulation of, 56-83.
Apprentices, 24, 25, 33, 34, 35, 56-81.
Artificial advantages in a town, 20
Artisans compared with labourers, 12, 13;
 work for female relatives of, 20, 48, 49,
 51, 53, 82.
Ashton-under-Lyne, 13, M. II.
Average wages in a trade compared with
 T. U. minimum, 29, 31, 34-44, 56-81.
 (*See also* Mean.)
- BARNLEY, 13, M. I., II.
Barrow-in-Furness, 11, 13, M. I., II., III.
Bedford, 7, 11, M. I., II.
Berkshire, 14.
Beverly, 13.
Birkenhead, 9, 11, M. I., II.
Birmingham, 6, 7, 9, 12, 17, 18, 20, 28,
 31-44, 49, 56-83, M. I., II., III.
- Birth-rate, 49, 52, 82.
Blackburn, 6, 13, M. I., II., III.
Blackpool, M. II.
Boiler-makers, 2, 16, 17, 28, M. III.; de-
 scriptions and G. S. 44, 45, S. I. 78.
Bolton, 7, 13, M. I., II., III.
Bookbinders, 2, M. III.; description and
 G. S. 41, S. I. 72.
Bournemouth, 11, M. I., II.
Bowley, A. L., on wages, 1.
Bradford, 13, 18, 28, 31-44, 49, 51, 56-83,
 M. I., II., III.
Brassey, Sir T., "Work and Wages,"
 52.
Bricklayers, 2, 5, 11, 15, 29, M. I., II., III.;
 high wages in Lancashire, 6; description
 and G. S. 31, S. I. 56; wages in Brighton,
 52.
Brighton, 12, 18, 52, M. I., II.
Bristol, 5, 7, 12-15, 17, 18, 28, 30-45, 49,
 56-83, M. I., II., III.
Building trades, 1-17, 20, 26, 28, 53; as a
 whole, description and G. S. 37; individu-
 ally, 29-36, S. I. 56-67; mean wages in,
 5-16, 28.
Buildings, public, bring work, 11, 32.
Burnley, 6, 11, M. I., II.
Burton-on-Trent, M. I., II.
Bury, M. I., II., III.
- CAMBRIDGE, 10, 11, 12, 13, M. I., II.
Canterbury, 12.
Cardiff, 5, 6, 7, 11, 12, 15, 17, 18, 44, 45,
 78, 81, M. I., II., III.

- Carlisle, 7, 9, 11, 13, 14, M. I., II., III.
- Carpenters, 2, 5, 11; wages of, compared with mean of building trades, 15; description and G. S. 34; wages in Brighton, 52, S. I. 62.
- Causes of differences in wages, different kinds of, 19.
- Cement flooring done by plasterers, 36, 66.
- Character of the work done, 30-45, 56-81; of the people in different parts of the country, 17, 45, 47, 49, 52.
- Chatham, M. II.
- Cheadle, 12.
- Cheap labour and low wages, 19, 45, 52.
- Cheltenham, 7, 11, M. I., II.
- Cheshire, 7, 9, 10, 14.
- Chester, 11, 12, M. I., II., III.
- Chichester, 12.
- Chorley, 13.
- Cirencester, 12, 14.
- Colonial aspect of Cardiff, 45.
- Comparison of wages with other statistics, 28-53.
- Compositors, 2, description and G. S. 39, S. I. 68.
- Conciliation, Boards of, 26, 32, 36.
- Concluding remarks, 54.
- Constancy of employment, 20, 29-45, 53, 56-81.
- Conventional necessities, 48.
- Correction for population of, 9, 10, 17, 18, 50.
- Court of arbitration, 26, 32, 36.
- Coventry, 12, M. I., II.
- Crewe, 7, 11, 12, M. I., II.
- Croydon, 12.
- Cutlery trade, 20.
- DAILY NEWS, 39, 68.
- Darlington, 13, M. II.
- Daughters of artisans, work for, 49, 51, 82.
- Death-rate, 49, 52, 82.
- Density of population, 8, 50, 52, 82.
- Derby, 5, 12, 18, 28, 34, 37, 39, 41, 43, 49, 51, 62, 68, 72, 76, 82, M. I., II., III.
- Devizes, 12.
- Dewsbury, M. II.
- Diagrams, *see* Maps and Graphic Schemes.
- Difference in wages from town to town falls equally on labourers and artisans, 13; between carpenters' wages and mean of building trades, 15; in passing from one part of the country to another, 17, 18, 52. (*See also* Fluctuations and Variations.)
- Difference-curves for wages and population, 8, 9, 11, 16, 17; for wages in the individual trades and the Building Mean, 29, 31-36; for the Building Mean and the Mean of Industries, 37; for wages in the printing and iron trades and the Mean of Trades, 38-44.
- Doncaster, 13.
- Dorchester, 12.
- Dover, 12.
- Droylsden, 13.
- Dudley, 12.
- Durham, 10, 13, 18.
- EASTERN counties of England, 10, 13.
- Employers, figures given by, 3, 11-15; aspect of, 20, 21, 22; rent, 21, 53; migration from Bristol to Cardiff, 45.
- Engine work done by engineers, 16 and footnote, 43, 77.
- Engineers, 2, 16; description and G. S. 43, S. I. 76.
- England, North of, 6, 7, 31, 33, 49.
- England, South of, 7, 10, 14, 17, 33, 47, 49.
- Environment, geographical, 4, 5, 10, 13, 18.
- Equilibrium for employers and men, 21.
- Exeter, 9, 12, M. I., II.
- Exports of Bristol and Cardiff, 45.
- Extensive method described, 2; employed, 3-18.
- FEMALE labour, competition of, with men, 38, 41; for relatives of artisans, 20, 48, 49, 51, 53, 82.

- Finishers, 41.
 Fitters, 16, 43, 76.
 Fixers, 32, 58.
 Fluctuations in wages from town to town,
 individual, 6, 9; numerical estimate of, 9;
 similarity for different trades, 6, 12, 15,
 17, 18; similarity for labourers and arti-
 sans, 13, 18. (*See also* Variations.)
 Folkestone, 12.

 GEOGRAPHICAL order of enumeration, 4, M.
 I., III.; environment, 5, 10, 13, 18;
 dimensions of a town compared with
 rent, 46.
 Glazing done by plumbers, 33.
 Gloucester, 6, 12, M. I., II.
 Gloucestershire, 14.
 Graphic method described, 3, 4; limitations
 of, 27.
 Graphic scheme for town facts, 48-52.
 Graphic schemes for trade facts, arrange-
 ment of, 27-30; displayed description of,
 31-44.
 Grimsby, 11, M. I., II.,
 Growth of trade, 20, 30-45, 57-81.
 Guildford, 12.

 HALIFAX, 9, 10, 13, 17, M. I., II., III.
 Harmony between masters and men, 22
 footnote, 32, 35, 39, 57-81.
 Hartlepool, 13, M. II.
 Hastings, 12.
 Health statistics, 48, 50, 82.
 Heavy work for iron trades in Sheffield, 42,
 43, 44.
 Hereford, 6, 7, 11, 14, 28, 31-37, 52, 56-67,
 M. I., II.
 Hertford, 12, 13, 18.
 Holders-up, 44, 78.
 Hours, graphic representation of, 5, 29-44;
 summer, 5; similarity throughout the
 building trades, 6; long, and low wages, 7;
 temporary character of, 38, 39, 40; winter,
 of carpenters in Leeds, 34.

 House-room in different parts of England, 49.
 Huddersfield, 13, M. II.
 Hull, 13, M. I., II., III.

 IMPORTS of Bristol and Cardiff, 45.
 In front work done by bricklayers, 31, 56.
 Inconsistency in differing rates of wages,
 statement of, 19.
 Increase of population, curve showing, 11;
 compared with wages, 11, 14.
 Industries, transferable, 20, 21; mean of,
 28; migration of shipping, 45.
 Infant mortality, 49, 50, 82.
 Information, method of obtaining, 22-25;
 character of, 26; sheets of, 56-83.
 Intensive method described, 2; applied,
 19-54.
 Interview, personal, value of, 22.
 Iron trades, 1, 2, 16, 42-45, S. I. 74-81.
 Iron-founders, 2, 16; description and G. S.
 42, S. I. 74.
 Irregularity of painting work, 35.

 JARROW, M. II.
 Jerry builders, 31, 56, 62.

 KEIGHLEY, 7, 43, M. I., II.
 Kidderminster, 6, 12, M. I., II.

 LABOURERS, 11, 12, 13, 18.
 Lancashire, 6, 7, 9, 10, 14, 15, 17, 18, 33,
 49.
 Lancaster, 7, 13, M. I., II.
 Large towns, wages in, 7, 14, 18; wages
 and social requirements, 50; discussion of
 high wages in, 50, 51, 52.
 Leamington, M. I., II.
 Leeds, 9, 13, 18, 19, 22, 28, 29, 31-44, 51,
 56-83, M. I., II., III.
 Leicester, 9, 12, M. I., II., III.
 Leigh, M. II.
 Letterpress binding, 41.

- Lewes, 12.
 License, number of persons to, 49, 50, 82.
 Lincoln, 12, 13, M. I., II.
 Linotype, 39, 68.
 Lithographers, 2, 38; description and G. S. 40, S. I. 70; average wages of, 27, 38, 40, 53, 70.
 Liverpool, 9, 11, 13, 33, M. I., II., III.
 London, 6, 7, 8, 12, 14, 17, 18, 21, 33, M. I., II., III.
 MACCLESFIELD, 12, M. II.
 Machine work done by engineers, 16 footnote, 43, 77.
 Machines, introduction and effect on employment of, 39, 40, 68, 70.
 Maidstone, M. I., II.
 Malvern, 6, M. I., II.
 Manchester, 7, 13, 18, 28, 29, 31-44, 49, 51, 56-83, M. I., II., III.
 Map I., 84; description of, 4-11, 14.
 Map II., 15; description of, 15.
 Map III., 16, 17; description of, 15, 16, 17.
 Marine work done by engineers, 16 footnote, 77.
 Marks, Mr., in the L.C.C., 21.
 Marriage-rate, 49, 52, 82.
 Master Builders, National Association of, 11; and Master Plumbers, 33.
 Mean of building trades, 5-16, 28, 37; methods of calculating, 27; of trades, 16, 28; of industries, 28; wage and population, 8, 9, 10, 17, 49, 50; corrected, 8, 11.
 Methods, statistical, 2; graphic, 3, 4, 27.
 Middlesborough, M. I., II.
 Midlands, the, 7, 14, 15, 17, 18, 33, 47.
 Migration of industries in general, 21; of shipping trade, 45; of men in trades, 30-45.
 Minimum rate of wages, low in printing trades, 16, 38, 40, 41; compared with average, 29, 34, 44, 53, 56-81; in advance of the wages of some members of T. U., 34.
 Minor privileges, 20, 24, 29-44, 56-81.
 Mirfield, 13.
 Money, value of, in a town, 20, 46, 47.
 Music work among typographers, 39.
 NECESSARIES, conventional, 48.
 Newcastle-on-Tyne, M. I., II., III.
 Newport, 5, 6, 12, M. I., II.
 North of England, 6, 7, 31, 33, 49.
 North Shields, M. II.
 Northampton, 12, 13, M. I., II.
 Northumberland, 10, 18.
 Northwich, 12.
 Norwich, 10, M. II.
 Nottingham, 7, 12, M. I., II., III.
 Numerical strength of T. U., 24, 30-43, 53; not necessarily a sign of actual strength, 30, 34; in Bristol, 30; in railway centres, 43.
 OLDHAM, 11, 13, M. I., II., III.
 Order, importance of, for enumeration, 4; geographical, 4, M. I., III.; of increasing population, 15; of increasing mean wage, 15, M. II.
 Overhand work done by bricklayers, 31, 56.
 Overtime, 25, 29, 36, 39, 41, 53, 56-81.
 Oxford, 10, 12, 13, M. I., II.
 PAINTERS, 2, 11, 12, 16; wages of, below other building trades, 12; combination of statistics for, 16; description and G. S., 35; in Brighton, 52, S. I. 64.
 Pattern-makers, 16, 77.
 Piecework, 1, 56-81; rates of tailors, 1; of typographers, 16, 39, 68; of boiler-makers, 79; disliked by iron-founders, 42.
 Plasterers, 2, 5, 7, 11; description and G. S. 36, S. I. 66; in Brighton, 52.
 Platers, 44, 78.
 Plumbers, 2, 5, 11, 12; description and G. S. 33; in Brighton, 52, S. I. 60.
 Plymouth, 9, 12, 35, M. I., II.

- Pontefract, 13.
- Population compared with wages, 7-10, 17, 49, 50, M. I., III.; curves, 7, 8, 16, 49.
- Portsmouth, 12, M. I., II.
- Preliminary inquiry, 19, 21, 22.
- Preston, 6, 13, M. I., II.
- Prices, 47, 48.
- Printing trades, 1, 2, 15, 16, 53; description and G. S. 38-41, S. I. 68-73.
- Privileges, minor, 20, 24, 29-44, 57-81; of railway men, 43.
- QUANTITY of a day's work, 50.
- Questions put to the secretaries, formation of, 19-22; exhibited 23; explanation of, 24.
- RADCLIFFE, 13.
- Railway work, 42, 43.
- Rates, 46.
- Reading, M. I.
- Recreation, 47, 49.
- Regularity of employment, 20, 29-45, 56-81.
- Rent, 46, 49, 50; employers', 21, 53.
- Riveters, 44, 78.
- Rochdale, 13, 17, 18, 28, 29, 31-44, 49, 51, 56-83, M. I., II., III.
- Rotherham, M. I., II.
- Rugby, 12.
- Rulers, 41.
- Runcorn, 12.
- ST. HELENS, 13, M. I., II.
- Salisbury, 12.
- Scarborough, 13, M. I., II.
- Schemes, graphic, for trade facts, 27-44; for town facts, 48-52.
- Scope of the inquiry, 1.
- Seasonal nature of painting work, 35, 64.
- Sectional work of carpenters, 34; of lithographers, 40, 70; of bookbinders, 41, 72; of boiler-makers, 44, 78.
- Selection of trades, 1, 2, 3, 5; of towns for comparison, 3, 5; of towns to visit, 18.
- Sheets of information for trade facts, 56-81; explained and described, 26-45; for town facts, 82; described, 46-52.
- Sheffield, 5, 13, 18, 19, 20, 22, 28, 31-44, 51, 56-83, M. I., II., III.
- Shipwrights, 2; description, 45, S. I. 81.
- Shrewsbury, 11, 12, M. I., II.
- Single houses, 82.
- Slaters, 11, 12, 52.
- Southampton, 11, 12, M. I., II.
- Southport, 13, M. I., II.
- South Shields, 11, 13, M. I., II., III.
- Specialised work and low remuneration, 42, 43, 77.
- Stalybridge, 12, M. I., II.
- Stationery binding, 41.
- Statistical methods, 2.
- Statistics of wages, previous collection by T. U., 3; by employers, 3, 11; graphic arrangement of, 3; importance of order of presentation, 4; comparison of employers', and those of T. U., 11; of trade facts, collection of, 19-26; display of, 56-81; discussion of, 39-45; of town facts, collection and discussion of, 46-52; display of, 82.
- Stockport, 9, 10, M. I., II.
- Stonemasons, 2, 11, 15; hours of, in the North, 6; description and G. S. 32, S. I. 58.
- Streets, nomenclature of, in Cardiff, 45; improvement of, brings work, 11, 62.
- Summary of extensive information, 17, 18; general, 52, 53, 54.
- Sunderland, 13, M. I., II., III.
- Swansea, 6, M. I., II., III.
- TAILORING industry, 1.
- Taunton, 12, 13.
- Temperance, 49, 50, 82.
- Temporary character of wages, 29, 30, 31, 56-81; of hours, 38-40, 42, 43, 56-81.
- Tentativeness of conclusions, 27, 51, 54.
- Timework, 1.
- Tin work of lithographers, 40.
- Torquay, 9, M. I., II.

- Towniness of a town, measure of, 8 footnote, 50.
- Town matters defined, 20; compared with mean wage, 28; general discussion of, 46-52, G. S. 49, S. I. 82.
- Towns, selection of, for comparison, 3, 5; to visit, 18; large and high wages, 7, 14, 18, 50, 51, 52, 53.
- Trade matters defined, 20; general discussion of, 28-45, G. S. 31-44, S. I. 56-81.
- Trade union, strength of, 24, 30, 32, 33, 34, 37, 41, 43, 53, 56-81; minimum rate compared with average wages, 29, 34, 38-44, 53, 56-81; not earned by trade unionists, 34.
- Trades, selection of, 1-5; mean of, 16, 28, 38-44.
- Transferable industries, 20, 21.
- Travelling expenses paid by employer, 30, 32, 51, 56-67, 74-81; benefit paid by T. U., 32
- Truro, 12.
- Tunbridge Wells, M. I., II.
- Turners, 16, 43, 76.
- Typographers, 2; description and G. S. 39, S. I. 68.
- UNION, *see* Trade Union.
- VARIATIONS, superimposed, shown by the order, 4; of wages in time, 1, 26; from trade to trade, 1, 26; from town to town, 6, 9, 17; in passing from one part of the country to another, 4, 10, 18, 52. (*See also* Fluctuations.)
- Vitality, 50, 52, 82.
- WAGES, importance of the question of, 1; low, and long hours, 7; comparison of, with population, 7, 8, 17, 49, 51; of labourers, 11, 12, 13; general survey of, in the building trades throughout England, 14; high in large towns, 7, 14, 18, 50; low in small towns, 7, 17; low minimum rate of, in printing trades, 16, 38, 40, 41; low and cheap labour, 19, 45, 52; of non-unionists, 24, 56-81; of union men below T. U. minimum, 34; for overtime, 25, 36, 56-81; comparison of average, with T. U. minimum, 29, 31, 34, 35, 37-44, 56-81; weekly, the basis of comparison in the printing and iron trades, 38. (*See also* Differences, Fluctuations, Variations, Bricklayers, &c.)
- Wakefield, 13, M. I., II.
- Wales, 14, 17.
- Walking-time, 53, 56-67.
- Walsall, 12, M. I., II.
- Warrington, 13, M. I., II.
- Weekly wages, 5, 16; basis of comparison in printing and iron trades, 38.
- West Bromwich, 12.
- Weston-super-Mare, 12.
- Weymouth, 12.
- Widnes, M. I., II.
- Wigan, 13, M. I., II., III.
- Wilmslow, 13.
- Winchester, 12.
- Winter months, short hours in, 34, 35, 56-81.
- Wives of artisans, work for, 49, 51, 82.
- Wolverhampton, 12, M. I., II., III.
- Worcester, 6, 12, M. I., II.
- Workmen's aspect of the problem of variations, 20, 21, 22.
- YORK, 13, M. I., II.
- Yorkshire, 7, 9, 10, 14, 15, 17, 18, 49.

"A permanent and invaluable contribution to the sum of human knowledge. . . . We commend to the public a book which is a monument of research and full of candour. . . . Indispensable to every publicist and politician."—TIMES, 4th January 1898 (day of publication).

Now Ready. Post 8vo, Two Vols., xxix. and 929 pages, with Two Diagrams. Price 25s. net.

INDUSTRIAL DEMOCRACY.

By SIDNEY AND BEATRICE WEBB

(Authors of "The History of Trade Unionism").

ADVERTISEMENT.

In this work the authors of "The History of Trade Unionism" deal, not with the past, but with the present. They describe, with the systematic detail of the scientific observer, and in the same objective spirit, all the forms of Trade Unionism, Factory Legislation, and other regulations of industry to be found in the British Isles. The whole structure and function of Labour Organisation and Restrictive Legislation in every industry is analysed and criticised in a manner never before attempted. The employer in difficulties with his workmen, the trade unionist confronted with a fresh assault upon his standard rate, the politician troubled about a new project for Factory Legislation, the public-spirited citizen concerned as to the real issues of a labour dispute, will find elucidated in this work the very problems on which they are thinking. It is a storehouse of authenticated facts about every branch of the "Labour Question," gathered from six years' personal investigation into every industry in all parts of the kingdom; systematically classified, and made accessible by an unusually elaborate Index.

But the book is more than an Encyclopedia on the Labour Question. Scientific examination of trade union structure reveals, in these thousand self-governing republics, a remarkable evolution in democratic constitutions, which throws light on political problems in a larger sphere. The century-long experience of these working-class organisations affords unique evidence as to the actual working of such expedients as the Referendum, the Initiative, Government by Mass Meeting, Annual Elections, Proportional Representation, Payment of Members, and, generally, the relation between the Citizen-elect, the chosen Representative, and the Executive Officer. The intricate relations of trade with trade have an interesting bearing upon such problems as Local Government, Federation, and Home Rule. Those who regard the participation of a working-class electorate in the affairs of government as the distinctive, if not the dangerous, feature in modern politics, will here find the phenomenon isolated, and may learn how the British workman actually deals with similar issues in his own sphere.

The analysis of the working of Trade Unionism and Factory Legislation in the various industries of the United Kingdom has involved a reconsideration of the conclusions of Political Economy. The authors give a new and original description of the working of industrial competition in the business world of to-day; and they are led to important modifications of the views currently held upon Capital, Interest, Profits, Wages, Women's Labour, the Population Question, Foreign Competition, Free Trade, &c. The latter part of the work is, in fact, a treatise upon Economics.

Finally, it should be stated that the authors, in the Preface, describing their investigations, propound a new view as to the scope and method of Political Science.

LONGMANS, GREEN, AND CO., LONDON, NEW YORK, AND BOMBAY.

Other Works by the same Authors.

PUBLISHED BY SWAN SONNENSCHNEIN & CO.

THE CO-OPERATIVE MOVEMENT IN GREAT BRITAIN. By BEATRICE POTTER (Mrs. Sidney Webb). Second Edition, 1893. Crown 8vo, with Coloured Map showing Distribution of the Co-Operative Movement, Appendices, and Index. Price 2s. 6d.

"Miss Beatrice Potter's luminous and suggestive volume is not a mere bald, historical outline, but a thoughtful and pregnant study of tendencies, causes, and effects."—*Times*.

"The whole volume is full of suggestion, both to co-operators and to politicians. . . . It is without doubt the ablest and most philosophical analysis of the co-operative movement which has yet been produced."—*Speaker*.

SOCIALISM IN ENGLAND. By SIDNEY WEBB, LL.B. Second Edition, 1893. With new Introductory Chapter. Crown 8vo, price 2s. 6d.

"The best general view of the subject from the moderate Socialist side."—*Athenæum*.

THE LONDON PROGRAMME. By SIDNEY WEBB, LL.B. Second Edition, 1894. With new Introductory Chapter. Crown 8vo, price 2s. 6d.

"Brimful of excellent ideas."—*Anti-Jacobin*.

PUBLISHED BY WALTER SCOTT.

THE EIGHT-HOURS' DAY. By SIDNEY WEBB, LL.B., and HAROLD COX, B.A. Crown 8vo, 280 pp., with Bibliography. Paper covers, price 1s.

"The unique value of this little book lies in its collection of facts. It is likely, for some time, to hold the field as the handbook to one of the chief items in the social politics of the immediate future."—*Pall Mall Gazette*.

PUBLISHED BY GRANT RICHARDS.

LABOUR IN THE LONGEST REIGN, 1837-1897. By SIDNEY WEBB, LL.B. Small 8vo, cloth, price 1s.

PUBLISHED BY LONGMANS, GREEN, & CO.

THE HISTORY OF TRADE UNIONISM. By SIDNEY and BEATRICE WEBB. Second Edition, 1896. Revised (completing 2500 copies). Post 8vo, 574 pp., cloth, with Coloured Map, 18s.

"A masterly piece of work."—*Times*. "To the politician . . . an invaluable guide."—*Observer*.

PROBLEMS OF MODERN INDUSTRY. By SIDNEY and BEATRICE WEBB. Now Ready. Post 8vo, 286 pp., price 7s. 6d.

